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ABSTRACT

The Finger Lakes Dislocated Workers Project is a regionally oriented program that coordinates job retraining, career counseling, and placement services for workers whose positions have been terminated because of layoffs, skills obsolescence, and early retirement. The perceptions, attitudes, and behavior of those dislocated workers who had registered with the project were studied to assess the services currently being offered through the project and identify services that should be added or possibly discontinued. Of the 2,075 self-administered questionnaires that were mailed out, 317 usable responses were received within 3 weeks (a response rate of 15 percent). Overall, the dislocated workers who were actively involved with the project spoke highly of it, and those who found new employment through the project reported high satisfaction with their new job and expect to use their newly acquired skills. Most of those who had secured jobs started at salaries well below their prior position, which was true whether or not the person had completed the training program. The indirect evidence indicated that project clients rely heavily on informal channels in their job searches. Although satisfaction with the project was generally high, several problems that can be broadly classified as communication and logistics problems were identified in the application and training process. (The survey instrument and detailed findings for each of its 29 questions are appended.) (MN)

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ED288004

Final Report:
**A Study of Perceptions, Attitudes and
Behavior Amongst Dislocated Workers**

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Prepared for:
Finger Lakes Dislocated Workers Project
Finger Lakes Regional Education Center
for Economic Development

Prepared by:
SMG Research

Date:
August 31, 1987

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Background

The Finger Lakes Dislocated Workers Project is a regionally oriented program which coordinates job retraining, career counseling and placement services for workers whose positions have been terminated due to layoffs, skills obsolescence and early retirement.

While the program is administered by the Finger Lakes Dislocated Workers Project staff, it functions under the auspices of the Finger Lakes Regional Educational Center for Economic Development and receives monetary and implementational support from government, business and educational sources.

As demand for the range of services offered by the Project is expected to continue, Finger Lakes Regional Education Center For Economic Development administration has determined that it would be advantageous to conduct research amongst the dislocated worker population.

Objectives

This research project was designed to explore perceptions, attitudes and behavior of the dislocated workers who had made contact with the Finger Lakes Dislocated Workers Project.

Specific issues to be addressed include:

- satisfaction with the Project
- paths pursued by dislocated workers, regardless of their level of Project involvement
- benefits and weaknesses in the Project
- motivations underlying involvement and avoidance of the Project's training program(s)
- demographic and employment profiles of dislocated workers.

Study Design

Data were collected via a self-administered questionnaire which was mailed to men and women who had registered with the Finger Lakes Dislocated Workers Project. All names were supplied to SMG Research by Project administration in the form of pre-addressed envelopes.

A total of 2075 questionnaires were mailed out in early July. Within three weeks, 317 usable responses had been received, and the sample was "closed." That is, responses above the required, pre-determined level were not tabulated. The response rate of 15% after three weeks is good for this type of study where no incentive is offered. A sample of over 300 is statistically adequate to provide a fair description of the universe of 2000 people. Confidence limits (at the 95% level) are provided below for selected proportions of the full sample. Confidence limits are, of course, wider when a smaller sub-sample is examined.

A sample percentage of:	Represents a Universe Value within this Range:
-------------------------	---

10% or 90%	± 3.0%
20% or 80%	± 4.0%
30% or 70%	± 4.6%
40% or 60%	± 5.0%
50%	± 5.1%

SMG Research was responsible for questionnaire design, data processing, analysis and final report.

Prior to the survey, Project administration had estimated an active program participation rate of 33% to 39% of the people on the list. The actual value measured in this study is 35%, well within the estimated range. The sample should therefore be representative of the population of dislocated workers, at least with respect to their degree of involvement with the Project.

Full data tables are provided in Appendix II.

Conclusions

Overall, the dislocated workers who are actively involved with the project speak highly of it, finding most of the people they met to be helpful and knowledgeable. Those who have since found new employment, report high satisfaction with the new job and expect to use newly acquired skills. Perhaps inevitably, though, most of the newly re-hired are starting at salaries well below their prior position. This fact is true whether the person had completed training or not.

Despite the wide range of services available to dislocated workers, few people had direct contact with more than the New York State Unemployment Insurance Office and perhaps one other service. There is indirect evidence in this study that informal channels are heavily used in the job search.

These sources certainly played a key role in bringing workers to the Dislocated Workers Project. Advertisements, word of mouth, former employer and newspaper articles, for example, were at least equal in importance to the formal structure as exemplified by the New York State Job Service and IMC Career Resource Center.

While satisfaction with the Project was high, in general, there were some problems encountered in the application or training process, which can be broadly described as communication and logistics. These bases for dissatisfaction may be attributable, at least in part, to the displaced workers unfamiliarity with the institutional or educational environment and procedures.

Suggested improvements for the training directly reflect the cited problems: enrolled workers would like more individual attention and counseling, better organization and communication between the parties, such as program coordinators, faculty and students.

The dislocated workers in this ten-county area are not a homogeneous group, though they have some common characteristics. Most were laid off from skilled and semi-skilled manufacturing jobs, many from one company, reflecting the local employment dominance by Kodak. Nearly half had been with the same company for 10 or more years and almost two-thirds had at least five years with their former employer. About half have high school education or less.

Three-quarters were on hourly scales, and nearly all were well above minimum wage. Salaried workers tended to be at or above the national average. At the time of the study (July, 1987), half of the sample had new jobs and three-quarters of these were full time.

Although involvement in the Project was motivated by the ultimate need for a new job, most saw this as an opportunity to increase their marketability by acquiring new skills or gaining experience in new fields. Most of the involved workers understood that the Project offers more than a placement service.

The largest single reason given for not enrolling was new employment. Beyond that, lack of information emerges as the barrier. Among the other responses, about half are personal to the workers, while the remainder are project specific, but widely scattered.

Clearer communication of the ultimate value of the training programs may help to diffuse some of the perceived demotivating factors.

Detailed Findings

Demographic Profile

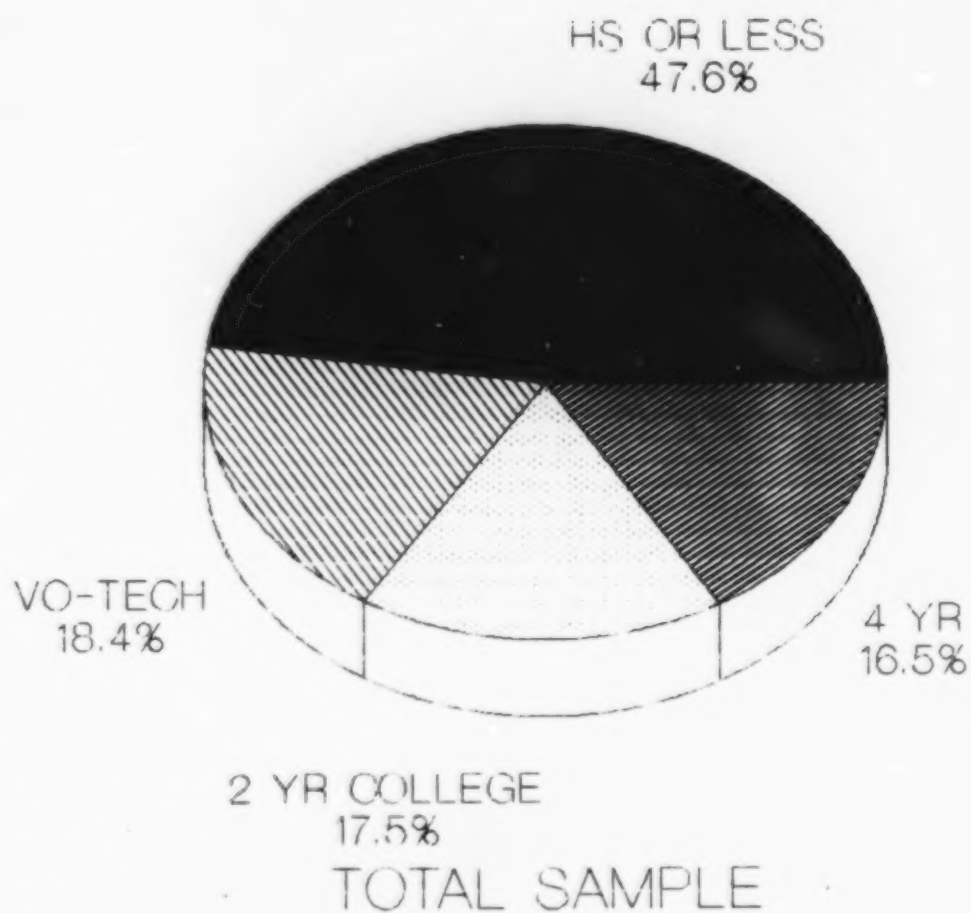
Overall the sample of dislocated workers splits 55% women and 43% men with an average age of 39 years. Half had a high school education or less and fewer than one in five had completed a 4 year college degree or more. A similar number had attended or completed vocational/technical school. On average the education level of the men is slightly below that of the women.

Education Level

	<u>Total</u> (312) %	<u>Men</u> (137) %	<u>Women</u> (175) %
Completed HS or less	49	55	45
Attended/Completed Vo-Tech School	19	15	22
Attended/Completed 2 Year College	18	18	19
Attended/Completed 4 Year College/ Graduate School	17	12	20

These demographic variables contribute little in discriminating between those people who enrolled in training and those who did not. Age and education profiles are remarkable similar. Only sex of respondent shows a marked difference.

DLW PROGRAM EDUCATION



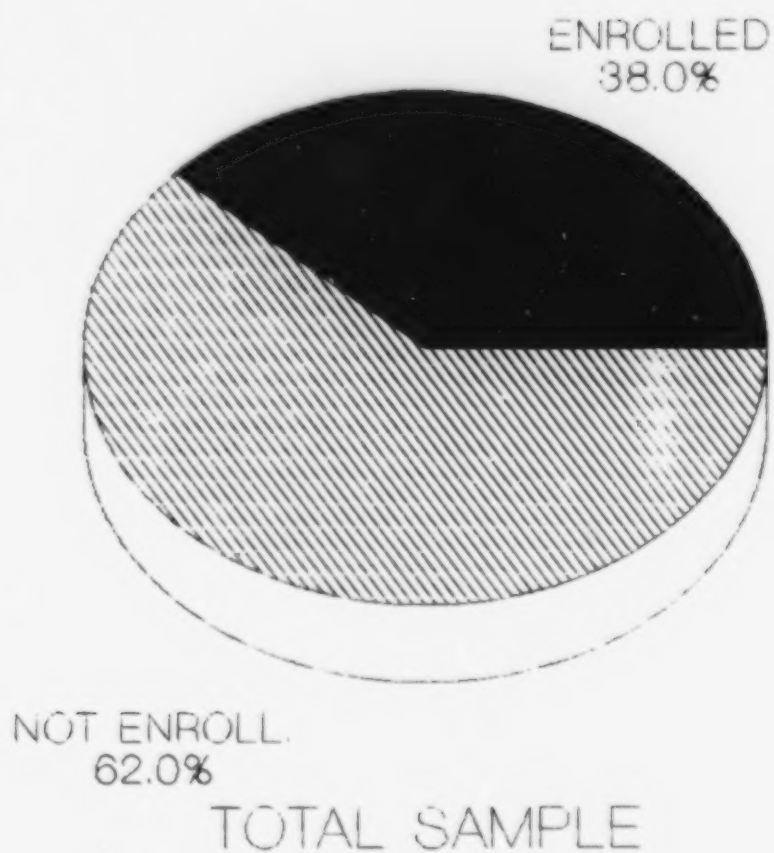
FINGER LAKES REGION 1987

The women in the sample were far less likely than the men to undertake training; only 30% of women enrolled versus nearly half the men.

Involvement by Gender

	<u>Total</u>	<u>Men</u>	<u>Women</u>
Base: Answered both Questions	(287) %	(132) %	(175) %
Enrolled in/Completed Training	38	48	30
Not Enrolled/Dropped Out/Might Enroll in Future	62	52	70

DLW PROGRAM INVOLVEMENT



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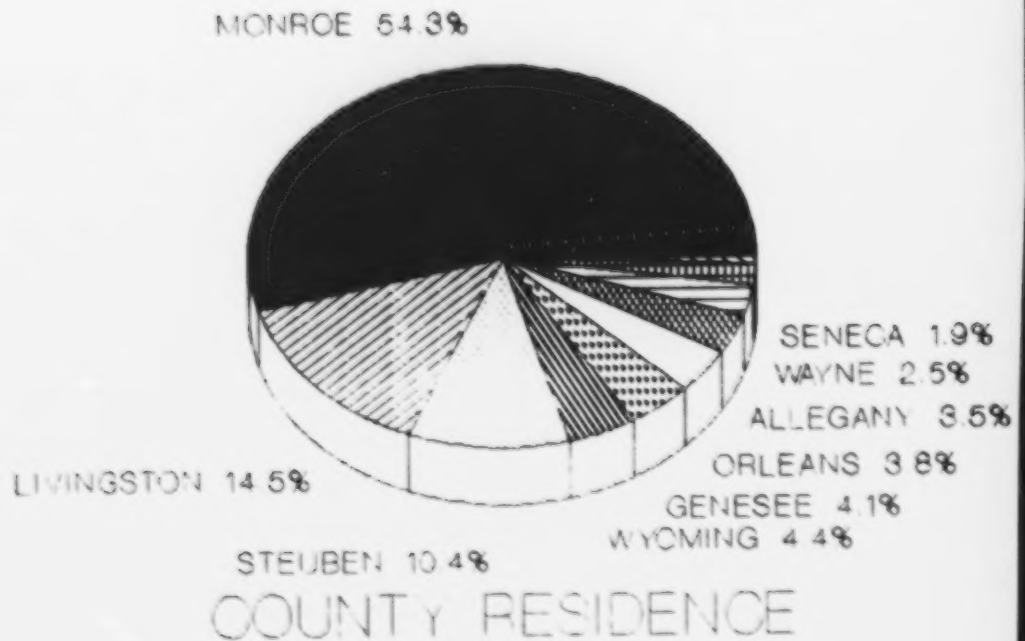
Q.1: COUNTY OF RESIDENCE

Over half the respondents live in Monroe County, consistent with the county's share of total population within the study area. One quarter of the respondents live in Livingston or Steuben Counties, south of Rochester. Approximately 4% of respondents live in each of the four counties west and southwest of Monroe, but the three counties east of Monroe in total account for only just over 5% of the respondent sample. These results could be compared by the client with the original mailing list to determine county-specific response rates relative to the overall 15% rate.

Current and successful Dislocated Workers Project participants as a share of county respondents are highest in Monroe, Orleans, and Seneca Counties. Reported Project involvement is lowest in Livingston, Steuben, and Allegany Counties. Monroe County residents account for 73% of the respondents involved in the Project, and 46% of those uninvolved (including withdrawals). This suggests that counties surrounding Monroe offer considerable scope for increased Project involvement if barriers of awareness and/or access can be overcome.

Of the 100 respondents who report college or university attendance or completed degrees, 68 are Monroe County residents. Genesee County respondents report a relatively high level of four-year college attendance; and completion of a two-year college program is disproportionately common among Livingston County respondents. The latter county, like Steuben, exhibits a high incidence of high school withdrawal prior to graduation. Monroe County respondents comprised 54% of the sample population but only 38% of the sub-group who had attended but not completed high school.

DLW PGM BY COUNTY



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Q.2: FORMER COMPANY

A total of 106 different former employers were identified by the dislocated workers who responded to the survey. However, nearly two thirds of the respondents had been laid off by only seven companies, and in fact close to half the respondents were former employers of Eastman Kodak (Monroe County) or Foster Wheeler (Dansville, Livingston County). These two companies respectively accounted for 26% and 19% of the dislocated workers in the sample.

Other companies accounting for at least five respondents and 1.5% of the sample were: General Foods (7%), Black and Decker (6%), Mallory Timer (3%), and Standard Register (2%). The remaining 117 respondents were distributed among 100 former employers.

The high incidence of former Foster Wheeler employees certainly contributes to the high percentage of survey respondents who are Livingston or Steuben County residents. It also underscores the low Project participation rate for these two counties, whether based on lack of awareness or low accessibility (only 6 respondents reported Project involvement at Mt. Morris, the one site in Livingston County).

Q.3: PREVIOUS JOB TITLE

Respondents exhibited substantial variety in their occupational background. Though dislocated workers in the Rochester-centered region are rather homogeneous in terms of employment category, this is less true of their prior employment level. Blue collar workers are, however, more numerous in the respondent population than are their white collar counterparts.

The leading job titles represented in the sample are: machine operators/machinists (11%), production workers (8%), assemblers/assembler welders (10%), laborers (4%), plus a variety of inspectors and technicians in manufacturing (10%). Less than 5% of respondents reported job titles atypical of manufacturing firms.

The sheer variety of titles is reflective of across-the-board cutbacks in area manufacturing firms or their divisions. It also reflects a very substantial range of prior specialized training on the job or beforehand. This varied background poses considerable challenges in the content and approach adopted to retrain dislocated workers for alternative employment opportunities, notably those outside the manufacturing sector.

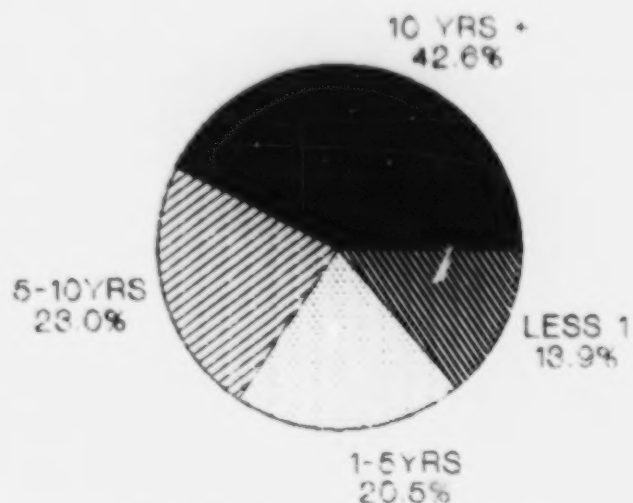
Q.4: LENGTH OF EMPLOYMENT

Two thirds of the respondents had worked for at least five years with their last employer prior to dislocation, and fully half had worked for ten or more years. Only one in seven of the respondents had been employed for a year or less prior to dislocation.

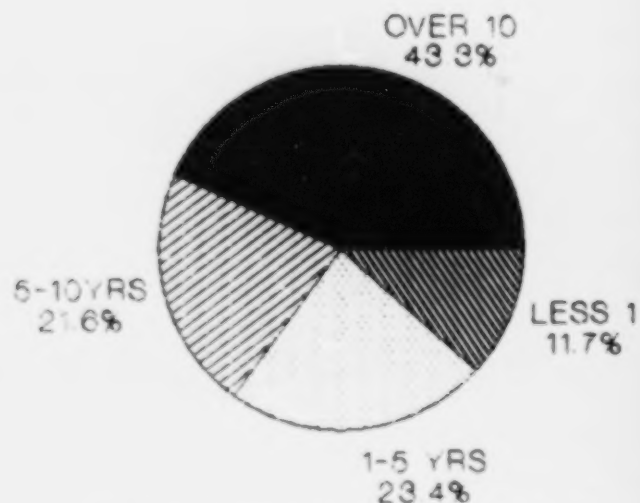
The probability of Project involvement is not related to the respondents' length of prior employment before dislocation, and neither is their level of educational attainment. A small disclaimer to the latter statement relates to the small absolute number of non high school graduates (32) who are most apt to have worked for ten years or more with their last employer.

The short-term employees were disproportionately likely to be Monroe County residents, whereas long-term employment was most characteristic of outlying counties, notably Steuben and Allegany. These results suggest that the outlying counties combine long-term employment background with (probably) rusty job-search skills, limited access to alternative employment opportunities, and correspondingly constrained access to or awareness of the Dislocated Workers Project.

DLW PROGRAM LENGTH EMPLOYMENT



TOTAL SAMPLE



TRAINING SAMPLE

FINGER LAKES REGION 1987

Q.5: HELPFULNESS OF FORMER EMPLOYER

Nearly two-thirds of the respondents were negatively disposed toward their former employer's attempts at outplacement. Long- and short-term employees were almost equally dissatisfied. Project participants were somewhat more likely to report employer helpfulness than were the 'uninvolved' group. This tends to suggest that employee satisfaction with information provided may be related in some ways to the employee's own initiative in seeking assistance and appropriate remedies.

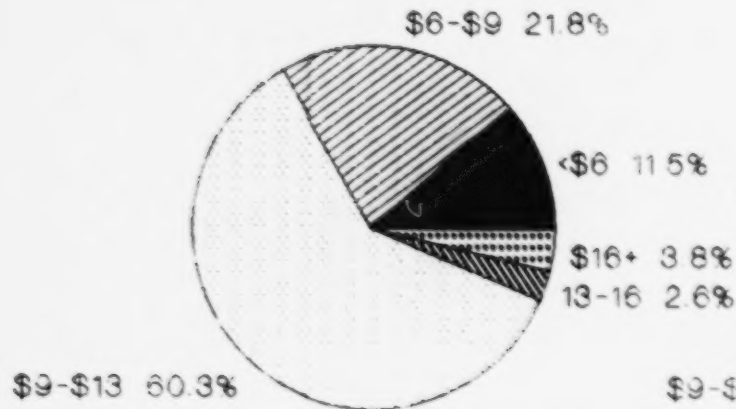
Respondents' opinion of employer helpfulness exhibited no difference between Monroe and the region's outlying counties.

Q.6: PRIOR INCOME

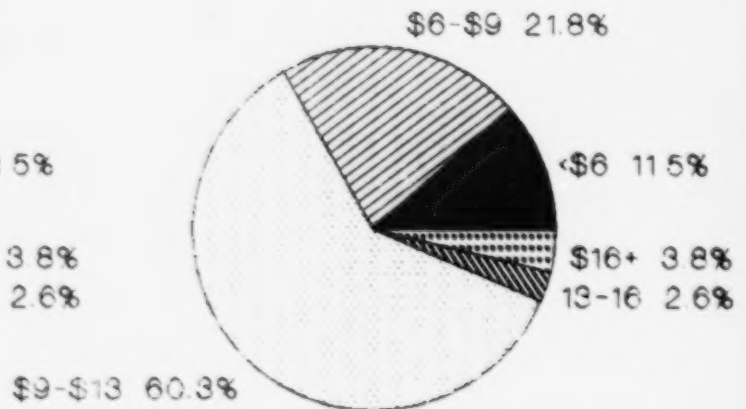
One-quarter of the respondents reported their prior income as an annual salary; the remainder quoted an hourly rate. Among salaried respondents, more than three-quarters had earned at least \$20 thousand and one-quarter reported salaries exceeding \$30 thousand. Among the hourly wage-earners, more than half reported wage levels between \$9 and \$13 per hour. Only 12% had earned less than \$6 per hour.

Prior salaries were quite consistently related to educational attainment; prior hourly wages were not. Salary and wage levels were related to prior length of employment, but not to county of residence.

DLW PROGRAM HOURLY INCOME



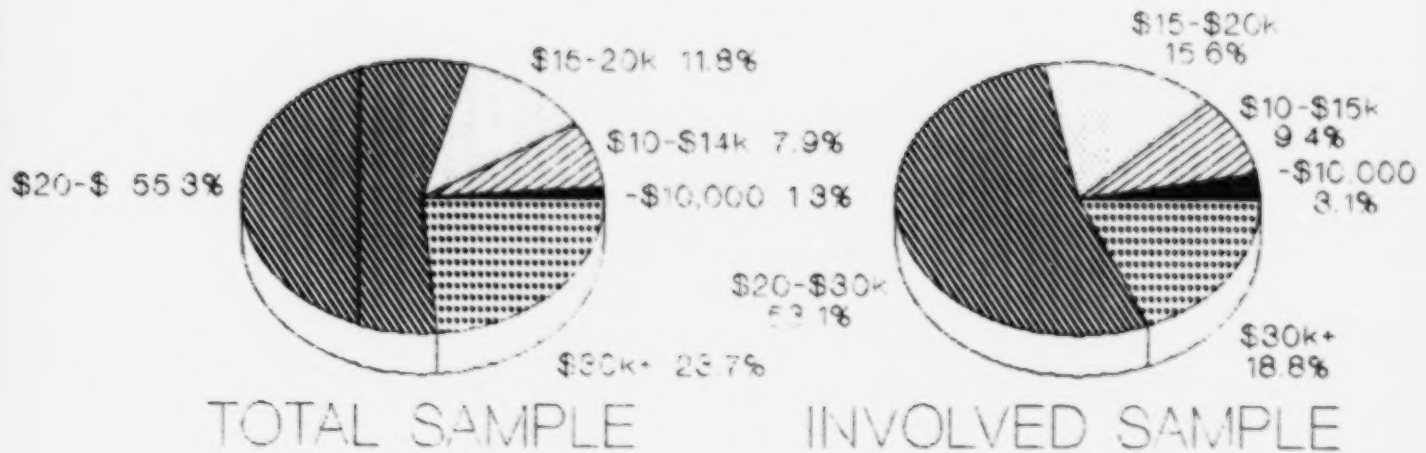
TOTAL SAMPLE



TRAINEES SAMPLE

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DLW PROGRAM INCOME SALARY



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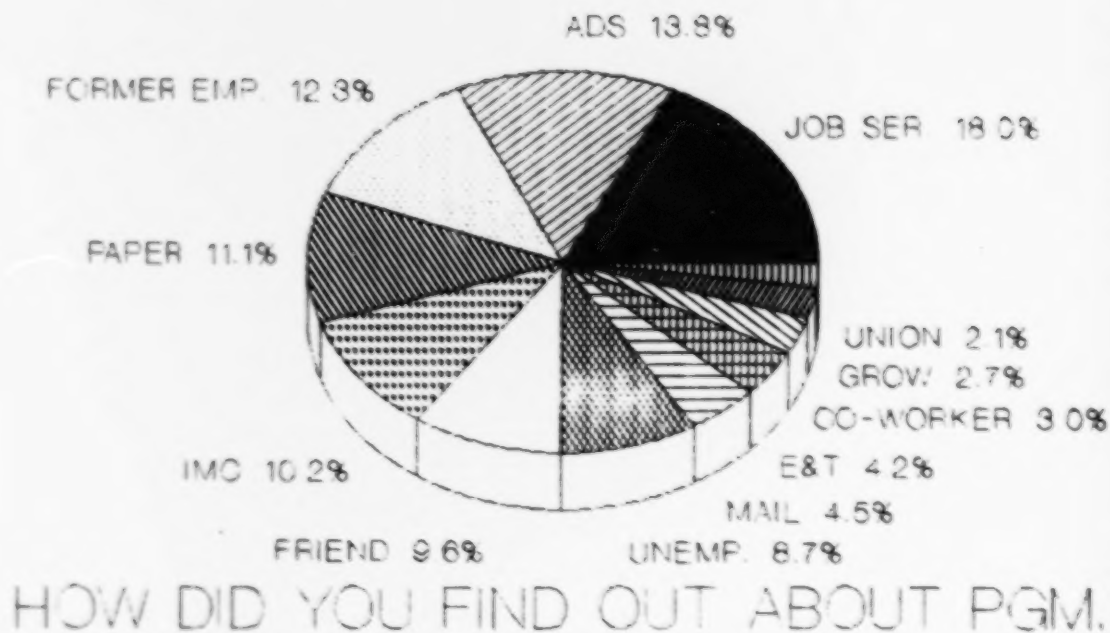
Q.7: SOURCE OF INFORMATION CONCERNING THE PROJECT

Overall, respondents tended to learn of the Dislocated Workers Project at least as much through acquaintance networks as through more formal channels specifically designed to assist the unemployed. In particular, the New York State Unemployment Insurance Office was a relatively infrequent source of information concerning the project.

The N.Y.S. Job Service was the single mostly frequently cited source at 19%. Sources mentioned by at least 10% of respondents included: advertisements, former employers, newspaper articles, Career Resource Center, and friends or relatives.

The N.Y.S. Job Service was highlighted by respondents in all counties except Monroe. There were no significant differences in the mix of information sources based on respondents' educational background, length of previous employment, or Project involvement.

DLW PROGRAM INFO.SOURCES



FINGER LAKES REGION 1987

Q.8: TRAINING SERVICE ASSISTANCE

The level of contact between the dislocated worker and the various training services was varied. The N.Y.S. Unemployment Insurance Office was contacted by 90% of respondents. Just under half the respondents reported some contact with the Dislocated Workers Project staff at Monroe Community College. One-third mentioned a Training Site Counselor, Classroom Instructor, or Placement Counselor. Only one-tenth reported contact with Talent Bank Associates.

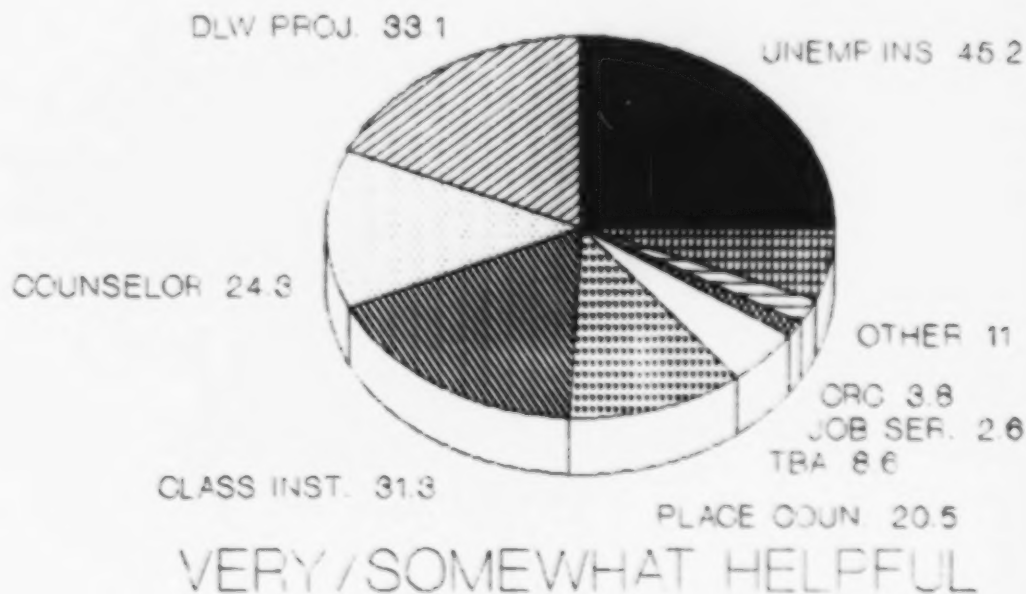
Among these sources of assistance, the most helpful for those who actually had contact were the Classroom Instructors, whom 81% of respondents deemed very or somewhat helpful. Comparable percentages for most other sources of assistance ranged from 65% to 77%. The N.Y.S. Unemployment Insurance Office stood out, being rated very or somewhat helpful by just 50% of the respondents who contacted the agency.

Given the respondents' satisfaction with services which only a minority of them actually used, promoting greater awareness and use of the DWP, Counselors, Instructors, and the TBA appears to offer promise for enhanced assistance to displaced workers.

Workers employed for less than 10 years in former situations were somewhat more likely to have contacted the DWP personnel. Not surprisingly, those respondents who had completed or were in DWP training rated the Project's service much higher than those less involved.

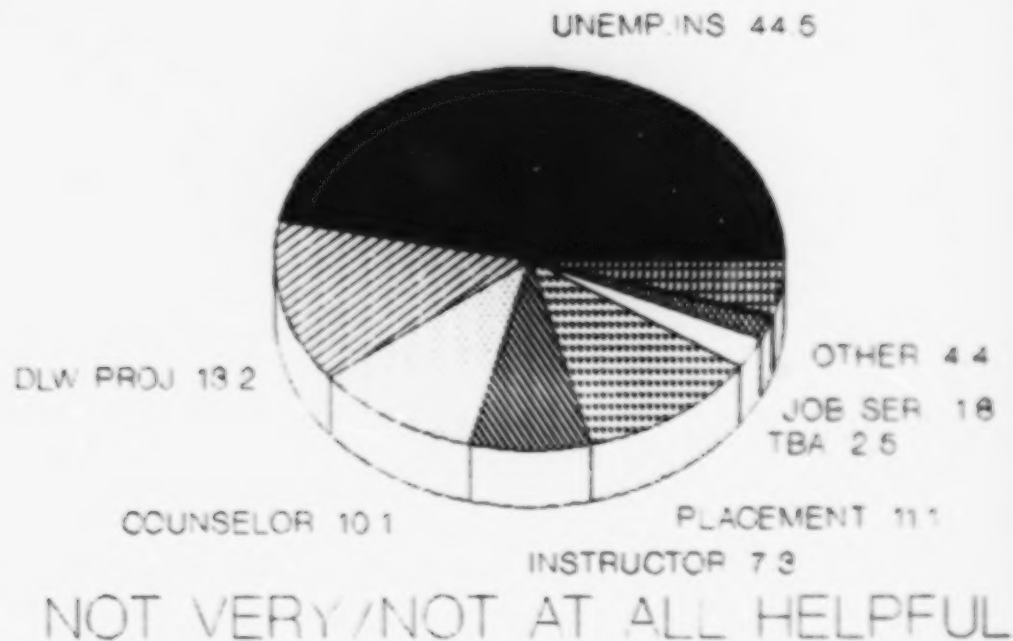
Contact with the New York State Job Service may be under-reported in Questions 8 and 9 since, at their request, that office was omitted from the pre-coded list of services. Respondents were, however free to write in this or any other service(s) and then rate them.

DLW PROGRAM HELPFULNESS



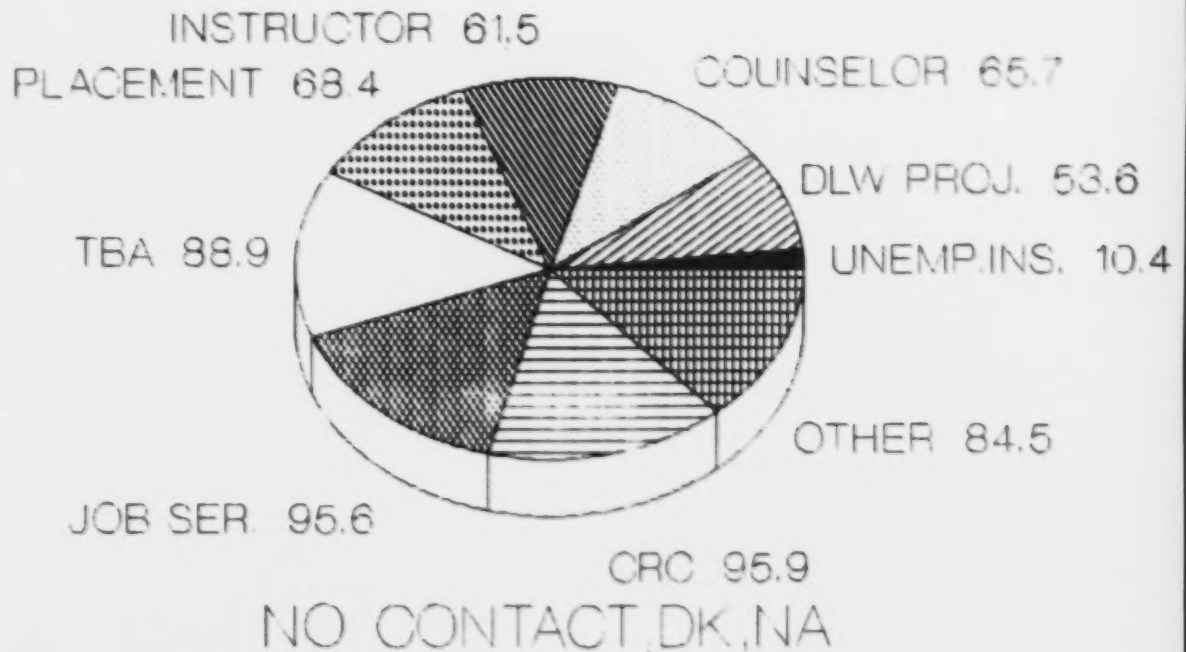
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DLW PROGRAM HELPFULNESS



FINGER LAKES REGION 1987

DLW PROGRAM HELPFULNESS



FINGER LAKES REGION 1987

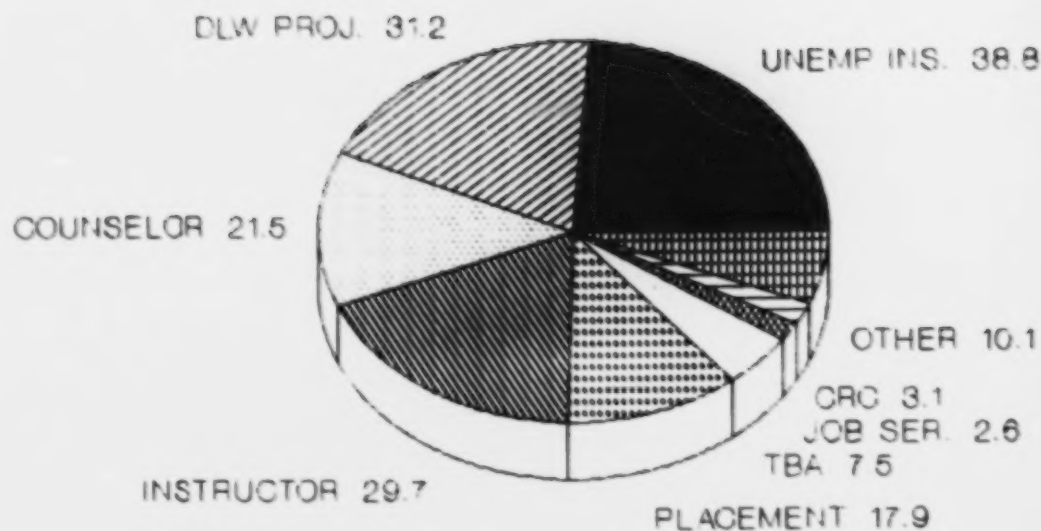
Q.9: QUALITY OF INFORMATION

Respondents were further asked to rate the quality of information provided by services rated for their helpfulness in the preceding question. The response pattern was virtually identical, suggesting that these two questions were measuring the same thing.

Q.10: INVOLVEMENT WITH DISPLACED WORKERS PROJECT

Overall, just over one in three of the respondents was in or had completed the dislocated workers training program at the time of the survey. Among the Monroe County residents, close to half were DWP graduates or current participants. Among the outlying counties, participation rates are lower, except in Orleans, Seneca, and Ontario, where sample sizes are in any case very small. Moreover, no respondents in these three counties indicated an intent to enter DWP at a future date. It is noteworthy that length of previous employment was not a factor in DWP involvement.

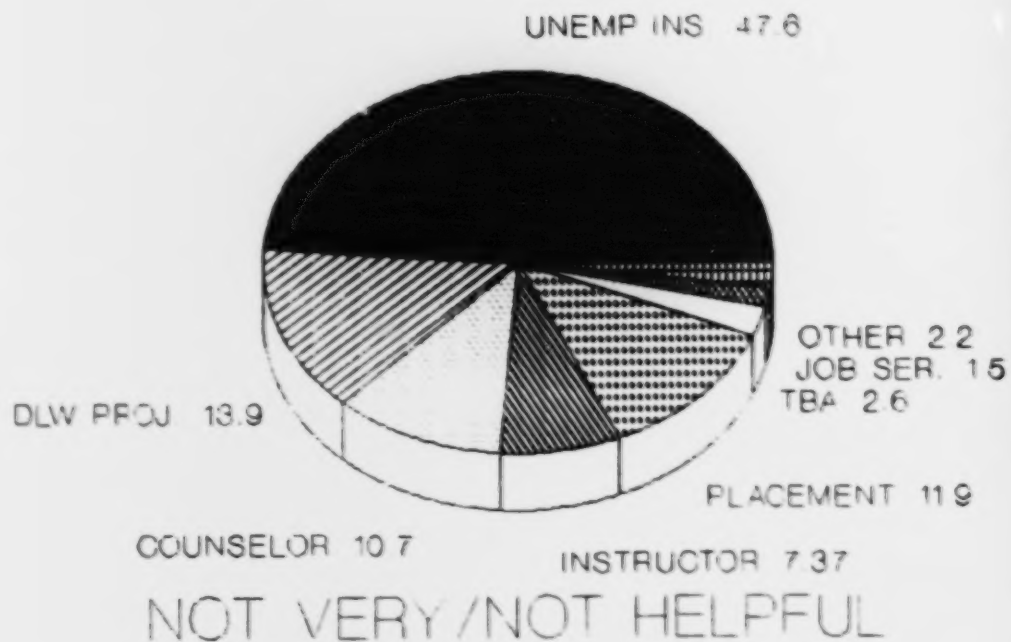
DLW PROGRAM QUAL.OF INFO.



VERY/SOMEWHAT HELPFUL

FINGER LAKES REGION 1987

DLW PROGRAM QUAL.OF INFO.



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Q.11: REASON FOR NOT ENTERING DWP

The reasons for not entering or not completing training were broadly scattered, with "job opportunity" the single most common mention (28%). Overall, reasons which relate to the training per se were checked slightly more often than the more "personal" choices (55% of mentions versus 45%). Lack of information about the training, "Didn't have enough information/Didn't know was available," was mentioned by about one in five.

There are no obvious differences in reason accountable to years of prior employment. Respondents from Monroe County appeared to be better informed than people from the surrounding counties. Lack of information was mentioned far less often by Monroe residents. Instead, aspects of convenience emerged as reasons more often than the typical: "No training available that I was interested in/Training scheduled at an inconvenient time." While sample sizes are too small for a complete analysis, the better educated seem slightly more likely than those less educated to give "other job" as a reason for not entering or not completing training.

Q.12,20: CURRENT EMPLOYMENT STATUS

Overall, among those respondents who had not completed the training program, just over half had in fact secured full- or part-time employment. Those with more advanced educational background were slightly more likely to have been re-employed. Whether a respondent had found a new job was unrelated to length of service with his/her previous employer.

Among those respondents who had completed or were in DWP training, just over 40% had jobs or were assured of employment after completing the program:

Employment Status

	DWP Training Completed Or <u>In Progress</u>	All Other <u>Respondents</u>
	(111)	(206)
	%	%
Full-time	35	39
Part-time	8	18
Unemployed	55	43
No Response	2	--

Although DWP training cannot be regarded as a guarantee of future employment, its participants are evidently more likely to find full-time than part-time positions.

Q.13, 21: ON-THE-JOB TRAINING

Respondents involved in DWP were far more likely to attribute their new position to "on the job training" than were those uninvolved in the program. Responses to this question did not vary significantly by county of residence, educational background, or years of employment with a former company. It is, however, unclear whether "on the job training" was understood by respondents to mean skills acquired through a specific formal program or a prior job. Responses by the 165 employed survey contacts were as follows:

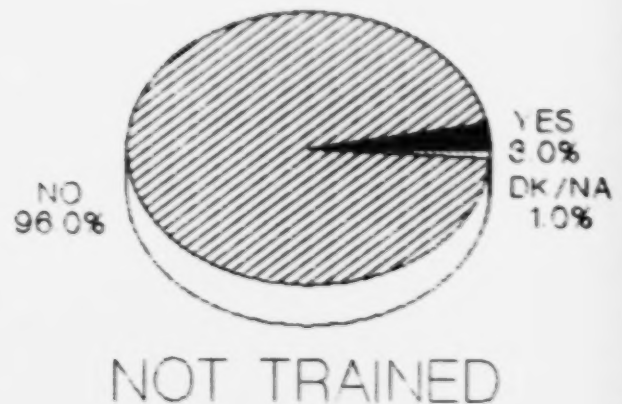
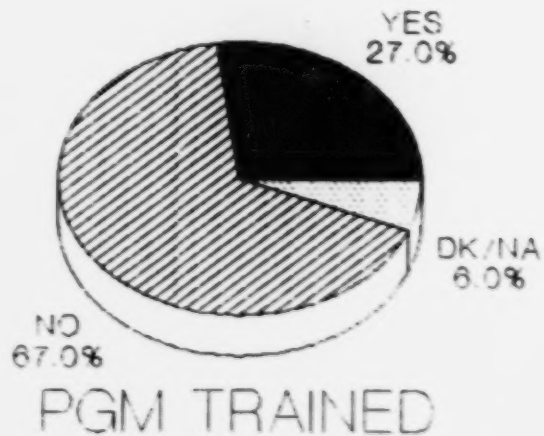
	<u>DWP TRAINED</u>	<u>OTHER</u>
	(48)	(117)
OJT Assistance:	%	%
Yes	27	3
No	67	96
DK/NA	6	1

Q.14: LOCATION OF DWP TRAINING

BOCES programs are the single most popular (40%) among locations for those respondents who have completed or are currently in training, with the Wemoco (Spencerport) site handling almost two-thirds of this group. Community colleges were mentioned by 26%, with MCC and "Computer Confidence" at the top of this list. Remaining mentions were widely scattered.

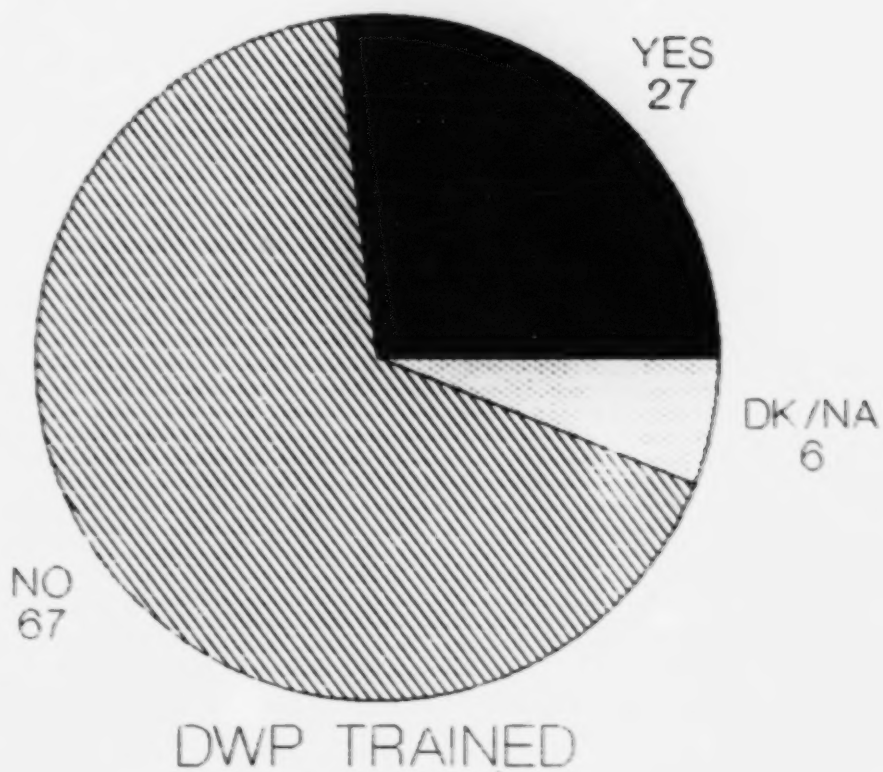
The breadth of mentions may imply difficulty in achieving economies of scale for this type of program, although the total number of enrollments at each location may well be sufficient to justify continuance. The data to evaluate this question are not available in this type of consumer survey.

DLW PROGRAM OJT ASSISTANCE



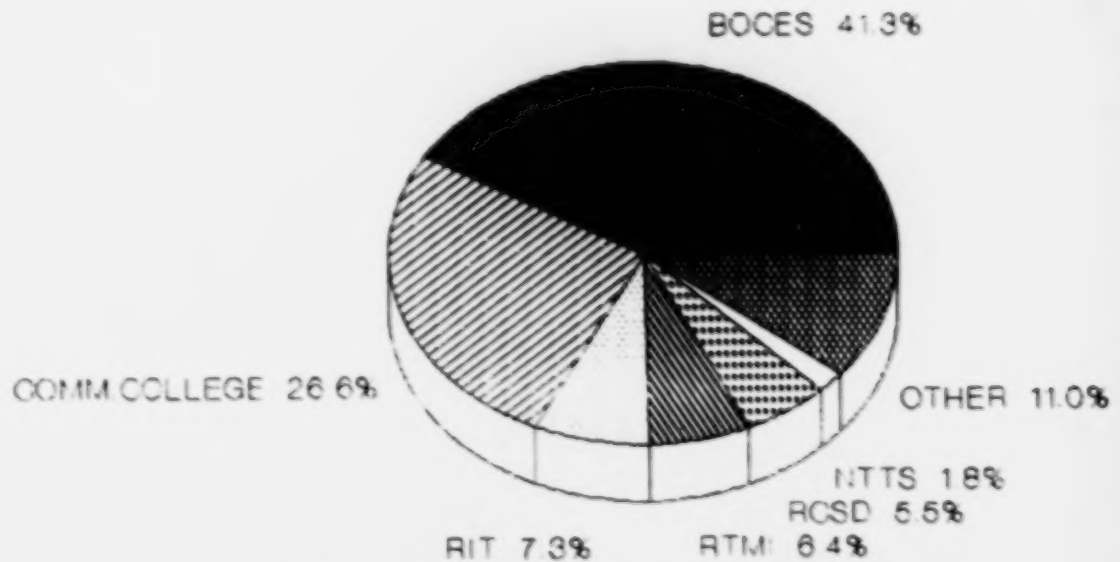
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DLW PROGRAM OJT INVOLVEMENT



FINGER LAKES REGION 1987

DLW PROGRAM TRAINING PGM



LOCATION OF PROGRAM

FINGER LAKES REGION 1987

Q.15: TYPE OF TRAINING PROGRAM

For these respondents, the most used training programs are classified "Office Operations" (44%) including word processing. Also mentioned were "Computer Literacy" (19%) and "Medical" (8%). The choice of programs may be a reflection of the proportion of women in the sample (55% of respondents, though only 41% of those in training).

Sample sizes by county are too small for detailed analysis, though it can be noted that all "Computer Literacy" programs were taken by Monroe County residents. Likewise, the younger, less-experienced dislocated workers were more likely to take "Computer Literacy" and "medical" programs than were the older participants.

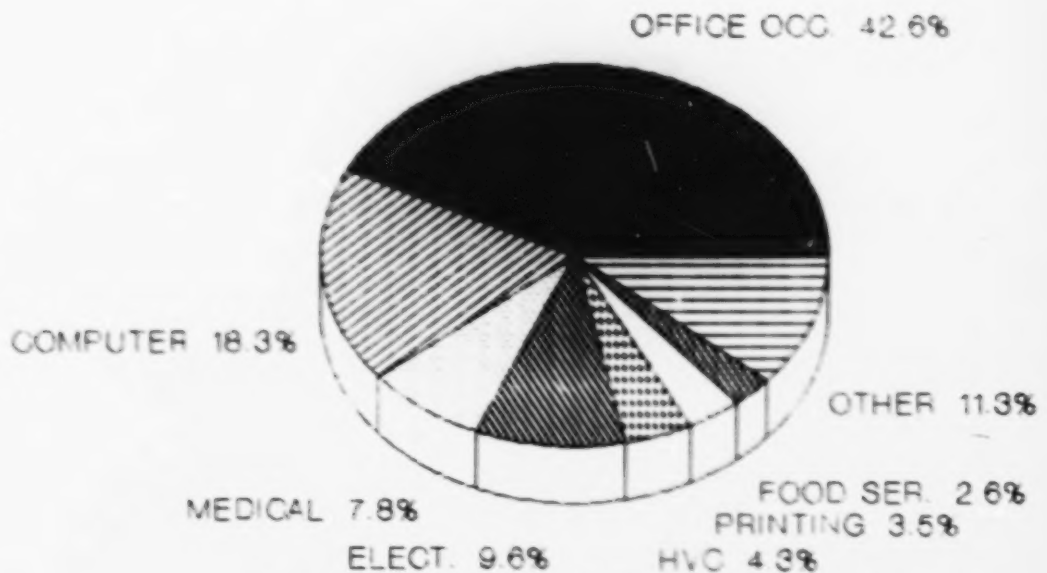
Q.16: REASON FOR TAKING DWP TRAINING

The overwhelming reason given for taking the dislocated workers training is, simply stated, "get a job," with "brush up on skills/better pay/self-improvement" mentioned as avenues to reach this goal. There were no obvious differences by county of residence or years of employment.

Q.17: UNEMPLOYMENT INSURANCE AND DWP TRAINING

Overall, one-third of the respondents who had completed or were in training had no income from unemployment insurance. Another third were likely to have exhausted their benefits before the completion of the ten-week course. There are no apparent differences by county of residence, length of prior employment or education level.

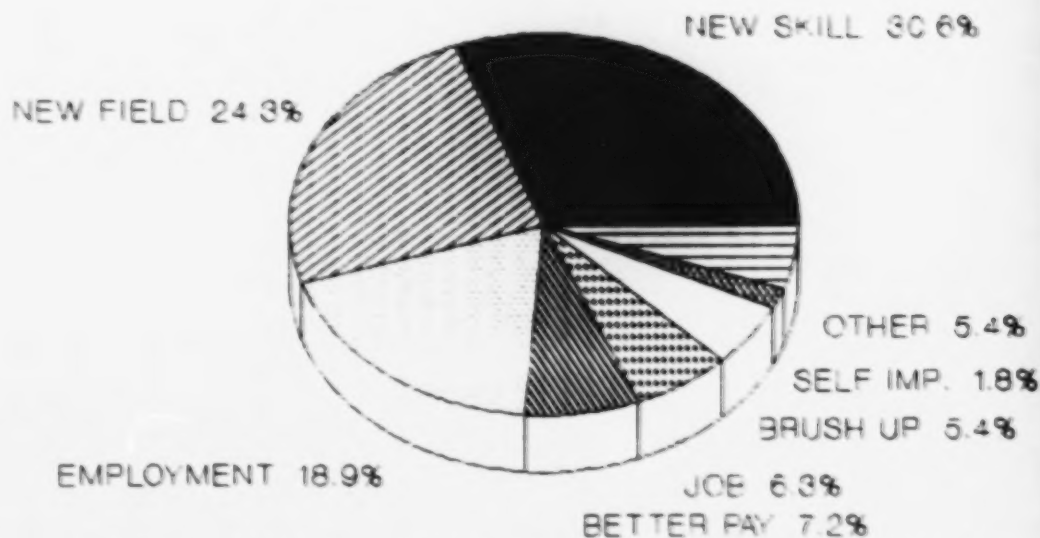
DLW PROGRAM TYPE OF TRAINING



TYPES OF PROGRAMS

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DLW PROGRAM TRAINING



REASONS FOR TAKING TRAINING

FINGER LAKES REGION 1987

Q.18: PROBLEMS ENCOUNTERED IN DWP TRAINING

Approximately four in ten respondents volunteered some kind of problem in applying for or taking training, with the majority of comments relating to some kind of "program" problem as opposed to "personal" need or inconvenience (42% of mentions versus 18%). Most often mentioned were lack of communication and funding. There were no significant differences by county of residence, though accessibility of appropriate courses at convenient locations seems to be a more rural than urban problem.

Those respondents who are younger, with less experience are slightly more likely to cite problems than are older program participants. There were no differences in their problems though, except a possible lack of confidence among older workers about returning to school after many years absence.

Q.19: SUGGESTED IMPROVEMENTS

Suggested improvements were offered by just over half of the respondents who had completed or were in DWP training. About half their comments could be classified as "Quality Improvements" while others offered suggestions to increase awareness (a gesture of endorsement) or increase "convenience."

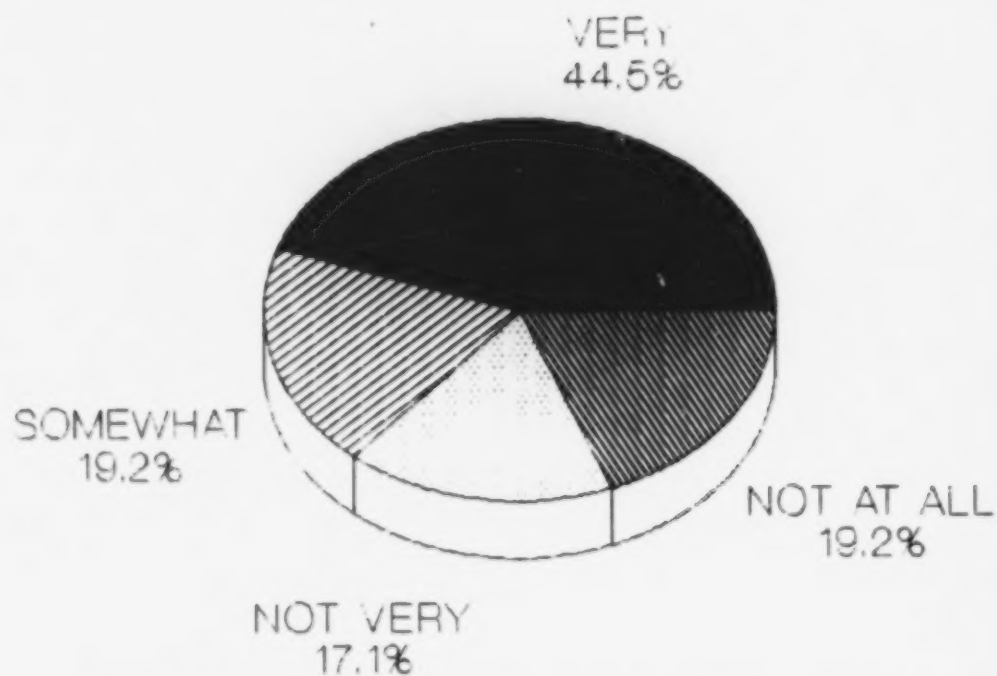
Q.22, 24: APPLICATION OF LEARNED SKILLS, AND NEW JOB SATISFACTION

These data reflect obvious satisfaction with the training programs among those respondents who have completed a course and are currently working (or soon will be). Nearly two thirds believe that they are using their new skills on the job, particularly those in Monroe County.

Seven in ten report they are "Very/somewhat satisfied" with the new job. Those who have completed training or are currently enrolled report satisfaction at 82%, versus 65% for those who were not enrolled in DWP.

New job satisfaction seems highest among participants at all levels of education except those who had originally done vocational/technical courses. There are no apparent differences related to prior length of employment.

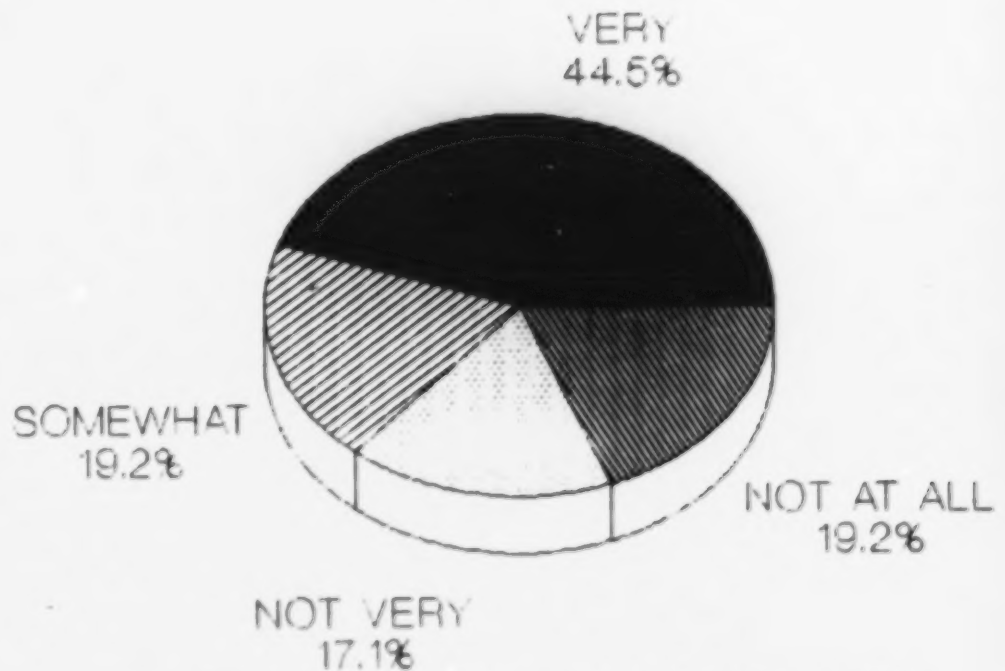
DLW PROGRAM USE OF NEW SKILLS



EXTENT USED ON THE JOB

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DLW PROGRAM USE OF NEW SKILLS

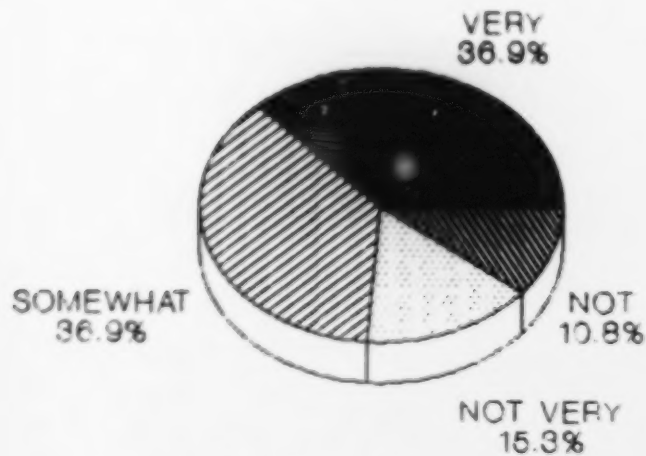


EXTENT USED ON THE JOB

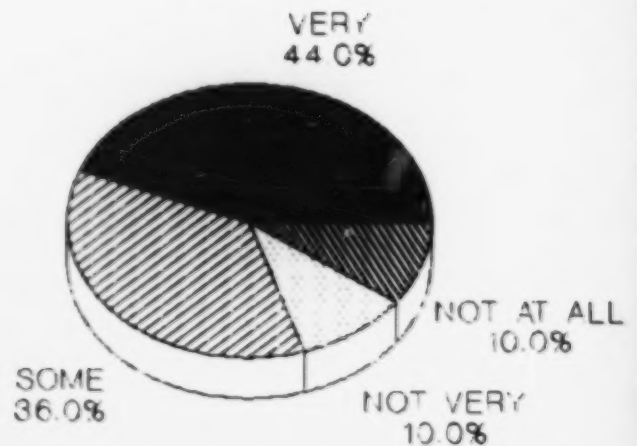
FINGER LAKES REGION 1987

DLW PROGRAM

NEW JOB SATISFACTION



TOTAL SAMPLE



INVOLVED

FINGER LAKES REGION 1987

Q.23: COMPANIES HIRING DISLOCATED WORKERS

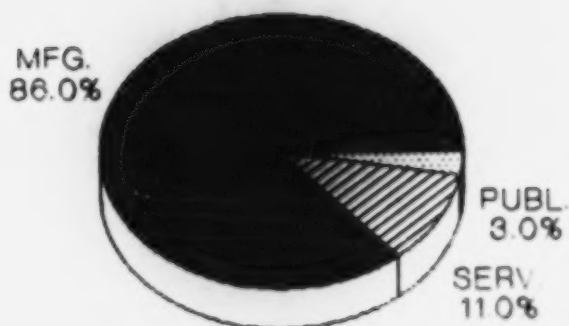
The profile of the hiring companies is strikingly different from that of the former employers. While Kodak and other manufacturing firms were dominant in laying off, no single employer emerged as a leader in hiring dislocated workers. Rather, it appears that employment opportunities are concentrated in services, the public sector and small- to medium-sized firms with limited and specific staffing needs.

This shift from the manufacturing segment to service combined with the move of experienced workers into lower level positions helps account for the lower average income after re-employment.

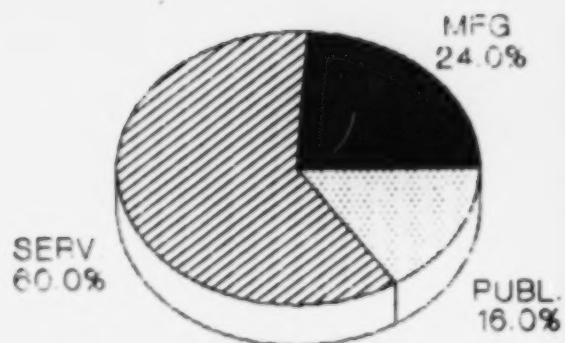
	Former <u>Employer</u> (317)	Current <u>Employer</u> (166)*
	%	%
Manufacturing	86	24
Service	11	60
Public/Quasi-Public	3	16

* Total includes 21 respondents who refused to name the company. Percentages are based on those who answered the question.

DLW PROGRAM HIRING PATTERN



FORMER EMPLOYER



CURRENT EMPLOYER

FINGER LAKES REGION 1987

Q.25: LENGTH OF UNEMPLOYMENT PRIOR TO REHIRING

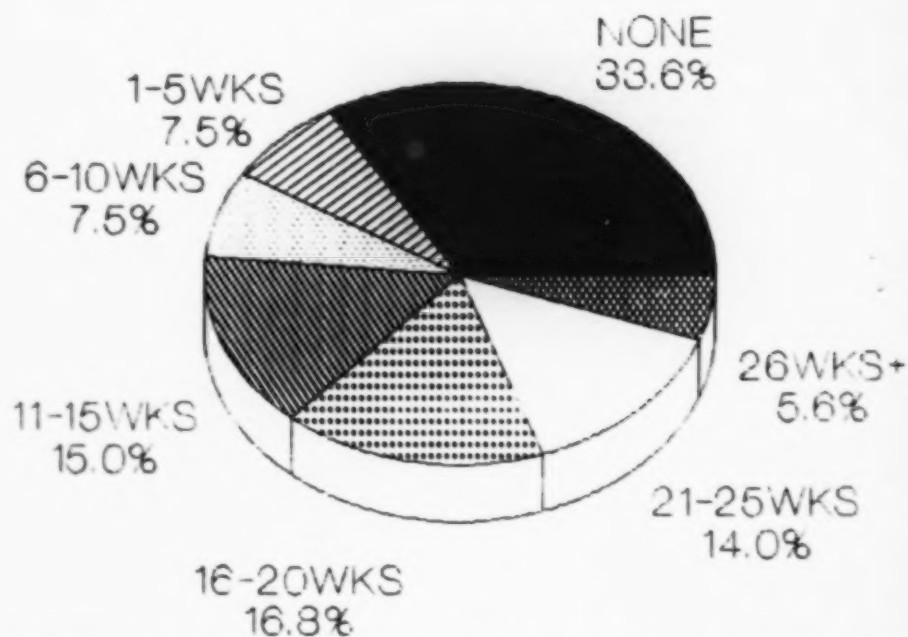
Average length of unemployment among the re-employed was 7.2 months, with no appreciable differences between those engaged in training and those uninvolved in DWP. County samples are too small to discern a pattern. The average period of unemployment was somewhat shorter for those respondents with fewer than 10 years prior employment than for the longer-term job holders (30% versus 17% were unemployed for less than 4 months). It is important to stress that respondents to this question did not include those who still unemployed when the survey was administered. Thus the 7.2 month interval between jobs is not a true picture of the unemployment period for dislocated workers as a whole.

Q.26: PAY IN NEW JOB

For those respondents who are now working three-quarters state that they have taken a pay cut. Those with higher education seem slightly more likely to have done so. There is no difference in these responses between those who have undertaken training and those who have not. Respondents with fewer than 10 years experience with their former employer appear less likely to have taken pay cuts than longer term employees (62% versus 88%) though neither group, as a whole sees much improvement. (Only 17% and 4% respectively state that their current pay is higher).

These figures reflect the trends identified in questions 23 and 25, that is the shift from manufacturing to service and public and the loss of job seniority.

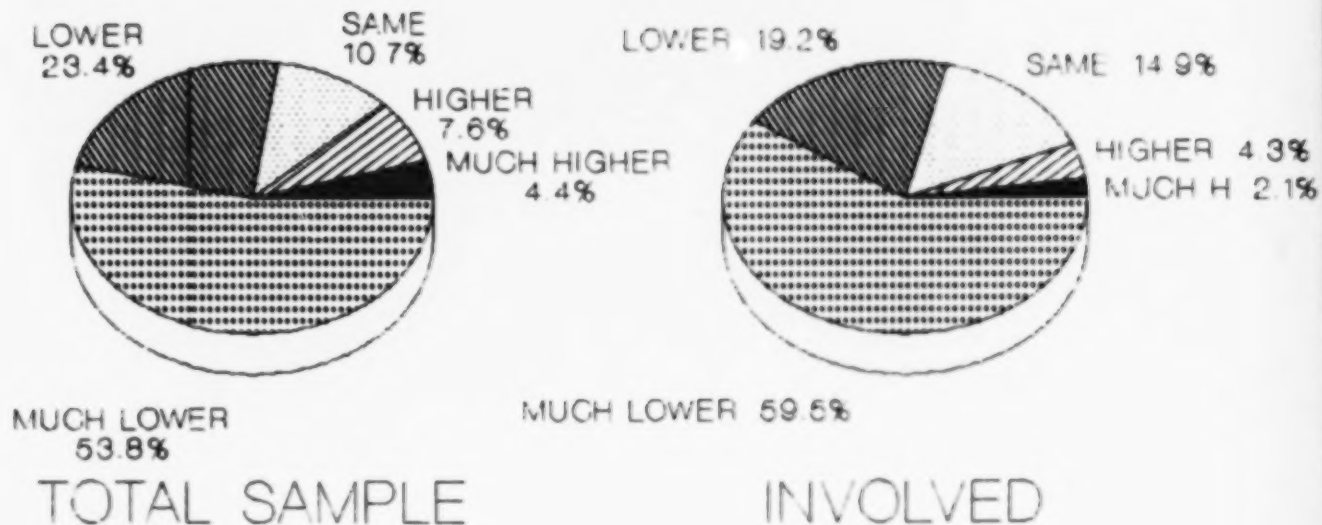
DLW PROGRAM UNEMPLOYMENT INS. LEFT



WKS LEFT AT TRAINING START

FINGER LAKES REGION 1987

DLW PROGRAM PAY SCALE COMPARISON



FINGER LAKES REGION 1987

Q.27: RESPONDENT AGE

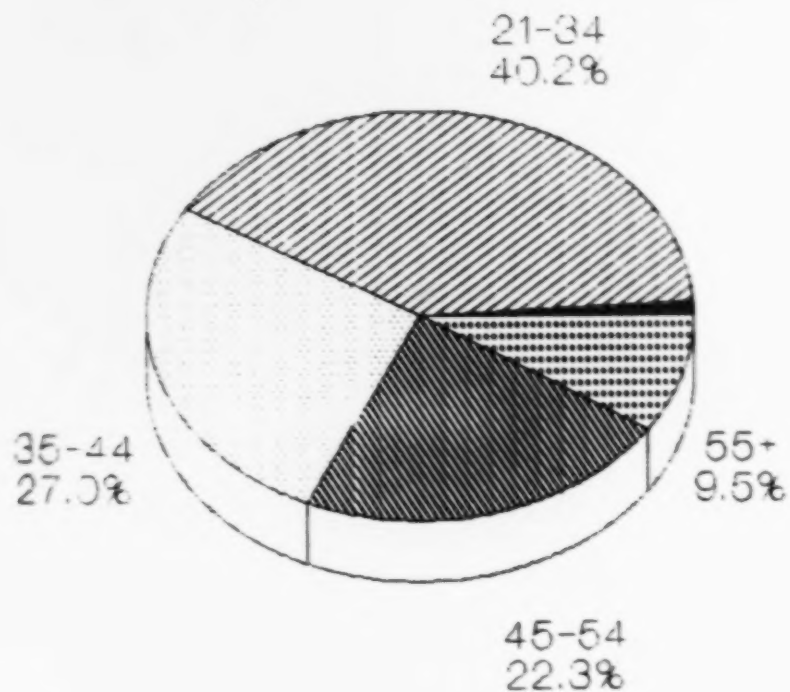
The average age of respondents was 39 years, with those having less than 10 years employment at 36 years, and those with over 10 years at 44 years. Those in training were not very different from the others. The older workers tended to have lower education levels, though there are obviously some very well-educated, older persons in the sample. There are no apparent differences in age associated with county of residence.

Q.28: EDUCATIONAL BACKGROUND

Those respondents who became "involved" in the training programs (completed/in progress) do not differ from the "uninvolved" by educational background. Length of previous employment and education are, however, inversely correlated; that is, the longer employed tend to have had less education. These figures are, of course, highly correlated with age as well.

A college background is somewhat more typical of Monroe county respondents than of the outlying counties. The rate of post-secondary attendance for this sample is similar to the population at large.

DLW PROGRAM AGE DATA



FINGER LAKES REGION 1987

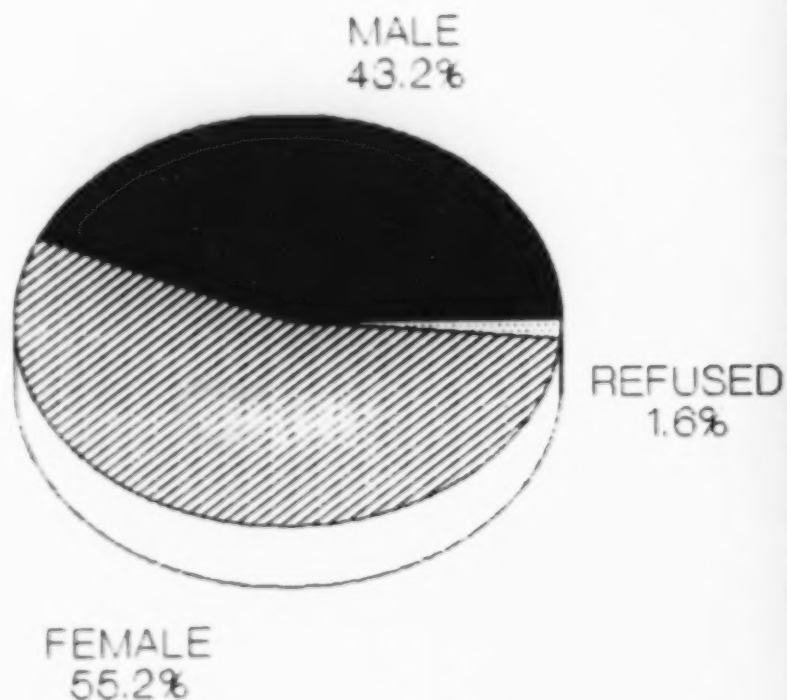
Q.29: SEX OF RESPONDENTS

The total sample comprised 55% women and 43% men (2% chose not to answer this question). There are no real differences in this proportion by education level, but Monroe county respondents were more likely than the average to be male and women more strongly represented in Steuben, Allegany, Wayne, Seneca and Ontario Counties.

Men in this sample were more likely to have under 10 years experience than women were (69% versus 49%). The women split equally between under 10 and 10 and over while over two-thirds of the men in the sample had under 10 years experience with their former employer. Involvement in the training program skews to the men.

	Total <u>Sample</u>	Completed / <u>In Progress</u>	Other <u>Status</u>
	(317)	(111)	(180)
	%	%	%
Male	44	58	39
Female	56	42	61

DLW PROGRAM SEX DATA



FINGER LAKES REGION 1987

APPENDIX C - PROJECT INVOLVEMENT

County Of Residence

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>3</u>	(111) <u>3</u>	(180) <u>3</u>
Monroe	54.3	73.0	45.6
Livingston	14.5	4.5	21.1
Steuben	10.4	0.9	13.9
Wyoming	4.4	2.7	5.0
Genesee	4.1	3.6	4.4
Orleans	3.8	9.0	1.1
Allegany	3.5	0.9	5.0
Wayne	2.5	1.8	3.3
Seneca	1.9	2.7	0.6
Ontario	0.6	0.9	-

Question 1

What county do you live in?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Former Employer

	Total Sample
Base: Total Respondents	(317)
	<u>%</u>
Eastman Kodak	26.2
Foster Wheeler	18.6
General Foods/Birds Eye	6.9
Black and Decker	6.3
Mallory Timers	2.5
Standard Register	1.9
Rochester Film Company	1.3
Shuron Textron Inc.	0.9
ABEX	0.9
Rochester Products Division of General Motors	0.9
G.C.A. Tropel Division	0.9
Dollinger Corp.	0.9
Pfaunder Company	0.6
Philips ECG, Seneca Falls	0.6
Rochester C.S.D.	0.6
Seneca Foods and Interstate Brands (Mibroke Bakery)	0.6
General Railway Signal	0.6
Monroe Forgings	0.6
Gleason Works	0.3
Artcraft Optical Company	0.3
J.T.S. Computer Services, Inc.	0.3
Ralph-Clark-Stone Packaging	0.3
M.D.C.	0.3
L.S.A. of N.E.	0.3
McDonalds	0.3
Hartford Insurance	0.3
Elba Superette	0.3
Hart-Taylor Lincoln Mercury	0.3
Roswell Park Memorial Institution	0.3
R and R Painting Company	0.3
Fays Drug Company, Inc.	0.3
Century 21 Banner Ltd.	0.3
John Betlem Heating and Cooling	0.3
Orleans Community Action	0.3
North American Philips	0.3
R.I.T.	0.3

Former Employer (continued)

	Total Sample
Base: Total Respondents	(317)
	<u>%</u>
C.M.S. - Computer Marketing Services	0.3
Elam Sand and Gravel in Victor	0.3
Tire Associates	0.3
Magnetic Systems	0.3
Chloride Electro Networks	0.3
Seneca Falls Machine	0.3
Butler Service Corp.	0.3
Apple's Supermarket	0.3
Flasher Handling Corp.	0.3
Value Club of America	0.3
Dent Development	0.3
Western Union Telegraph Company	0.3
Kleen Brite	0.3
Laidlaw	0.3
Monroe County	0.3
Micropen Inc.	0.3
Printing Co.	0.3
Circle M	0.3
Nagle	0.3
Rochester Coca Cola	0.3
Monroe Savings Bank	0.3
Bags Unlimited	0.3
Aesthetic Restorations	0.3
Valley Manor	0.3
Ontario Metal Supply	0.3
Vasile Construction	0.3
Sporting Dog Specialties	0.3
Comstock Foods	0.3
G and G Plumbing and Heating	0.3
Milton Roy Company	0.3
Adflex Printing Inc.	0.3
Alliance Tool and Die Corp.	0.3
Gates Albert Inc.	0.3
Taylor Instrument	0.3
Just Accessories/Handbag Factory Outlet	0.3
City Of Rochester	0.3

Former Employer (continued)

	Total Sample
Base: Total Respondents	(317)
	<u>%</u>
American Precision Industry, Inc.	0.3
Applied Images Inc.	0.3
Sykes Datatronics	0.3
Jarl Extrusion	0.3
Westinghouse	0.3
Morrisson Roofing	0.3
Costanza Enterprises	0.3
Lindemann Labs, Ithaca	0.3
Cadbury Schweppes Inc.	0.3
Conesus Plumbing	0.3
N.Y. Correctional	0.3
Chemical Bank	0.3
Sabin Metal	0.3
Bishop Kearny High School	0.3
Computer Consoles	0.3
Hartman Material Handling Systems	0.3
Rochester General Hospital	0.3
Strong Memorial Hospital	0.3
Wheatland/Chili Central School District	0.3
Bastian Company	0.3
Sylvania Electric Corp.	0.3
Wells Fargo	0.3
Liberty Tool and Die	0.3
C.A.S. (Campus Auxiliary Service)	0.3
Firestone (Pittsford)	0.3
Extra Help Temporary Job Service	0.3
Phampak (Batavia)	0.3
Xerox	0.3
Quality Care	0.3
Morris-Moran Seed Company	0.3
Sybron	0.3
Tel Data Communications	0.3
Aberdeen and Alaimo Nursing Homes	0.3
Genesee Hospital	0.3

Question 2

For what company were you working when you were laid off?

Former Job Title	Total Sample
Base: Total Respondents	(317) %
Machine/Equipment Operator (Machinist)	11.0
Production Operator/Worker	7.6
Assembler	5.7
Assembler Welder	4.4
Laborer	4.1
Quality Control Inspector	4.1
Production Inspector/Technician	3.5
Utility Operator/Laborer	3.2
Supervisor/Foreman	2.5
Welder	2.2
Preparation Finishing Operator	2.2
Maintenance	2.2
Warehouse Worker	2.2
Manager	1.9
Material Handler	1.9
General Office/File Clerk	1.9
Automatic Equipment Operator/Computer Operator	1.6
Production Line Operator/Worker	1.6
Mechanic	1.6
Fabricator - Machine, Metal	1.6
Secretary	1.6
Engineer	1.3
Electrician	0.9
Bus driver/Truck driver	0.9
Computer Programmer/Analyst	0.9
Editor/Writer	0.9
Teacher	0.9
Plumber	0.6
Nurse	0.6
Plastics Machine Operator	0.6
Production Scheduler/Planner	0.6
Machine Set-up	0.6
Research Assistant	0.6
Mechanical/Product Designer	0.6
Security Officer	0.6
Lab Assistant	0.6

	Total Sample
Base: Total Respondents	(317)
	<u>1</u>
Pipe Fitter	0.6
Accounting Specialist/Coordinator	0.6
Electronic Technician	0.6
Dispatcher	0.6
Winder	0.3
Saw Operator	0.3
Receiving Clerk	0.3
Engineering Technician	0.3
Sheet Metal Sander and Painter	0.3
Hammer Helper	0.3
Computer Installer/Cabler	0.3
Instrument Maker	0.3
Film Technician	0.3
Optical Fabricator	0.3
Divisional Controller	0.3
Payroll Tax Clerk	0.3
Claims Adjuster	0.3
Project Engineer	0.3
Suggestion Representative	0.3
Photofinishing Operator	0.3
Supermarket Clerk	0.3
Buyer/Merchandiser	0.3
Painter, Molder, Loader	0.3
Tool Grinder	0.3
Inventory Control	0.3
Paper Processor	0.3
Research Chemist	0.3
Development Technician	0.3
Butcher	0.3
Counter Clerk	0.3
Roofer	0.3
Apartment Complex Manager	0.3
Power Plant Helper	0.3
Salesman	0.3
Systems Analyst	0.3
Microbiology Technologist	0.3

Former Job Title (continued)

	Total Sample
Base: Total Respondents	(317)
	<u>%</u>
Key punch Operator	0.3
Metal Worker	0.3
Cook/Baker	0.3
Personal Care Aide	0.3
Marketing Specialist	0.3
Administrative Assistant	0.3
Dentistry Technician	0.3
Purchasing Expeditor	0.3
Control Center Technician	0.3
Service Advisor	0.3
Data Entry Operator	0.3
Associate Biostatistician	0.3
M.H.T.A.T.	0.3
Lead Floater	0.3
Nutrition Outreach Worker	0.3
Technical Support Specialist	0.3
Assistant Manager	0.3
Mechanical Draftsman	0.3
Food Service Worker	0.3
Plant Services Worker	0.3
Telephone Operator	0.3
General Helper	0.6

Question 3

What was your job title when you were laid off?

Length Of Employment

Base: Total Respondents	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
	(317)	(111)	(180)
	<u>3</u>	<u>3</u>	<u>3</u>
Less than 6 months	5.7	4.5	7.2
6 months to less than 1 year	8.2	7.2	9.4
1 year to less than 3 years	13.9	14.4	13.9
3 years to less than 5 years	6.6	9.0	6.1
5 years to less than 10 years	23.0	21.6	22.8
10 years or more	42.6	43.3	40.6

Question 4

Which of the following best reflects the length of time you had worked for this company before you were laid off?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Helpfulness Of Former Employer

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>8</u>	(111) <u>8</u>	(180) <u>8</u>
Very helpful	9.1	12.6	7.8
	>35.3	>42.3	32.8
Somewhat helpful	26.2	29.7	25.0
Not very helpful	18.3	19.8	16.1
	>62.8	>56.8	>64.4
Not at all helpful	44.5	37.0	48.3
DK/NA	1.9	0.9	2.8

Question 5

How helpful was your former employer when you were looking for a new job or looking to enter a training program?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Income

Involvement In Dislocated
Workers Training Program

	Total Sample	Involved	Not Involved
Base: Hourly Respondents	(239) <u>1</u>	(78)* <u>1</u>	(139) <u>1</u>
less than \$6.00 per hour	11.7	11.5	12.2
\$6.00 - \$8.99	24.7	21.8	28.1
\$9.00 - \$12.99	55.6	60.3	51.1
\$13.00 - \$15.99	6.7	2.6	8.6
\$16.00 or more per hour	1.3	3.8	-
Base: Salaried	(76)* <u>1</u>	(32)* <u>1</u>	(40)* <u>1</u>
less than \$10,000 per year	1.3	3.1	-
\$10,000 - \$14,999	7.9	9.4	5.0
\$15,000 - \$19,999	11.8	15.6	10.0
\$20,000 - \$29,999	55.3	53.1	57.5
\$30,000 or more per year	23.7	18.8	27.5
Refused	(2)*	(1)*	(1)*

*Note small base

Question 6

How much did you earn before you were laid off?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Source Of Information About the Finger Lakes Dislocated Workers Project

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total (Multiple Responses)	(317)	(111)	(180)
	<u>1</u>	<u>1</u>	<u>1</u>
NYS Job Service	18.9	17.1	18.9
Advertisement on radio, TV, or in the newspaper	14.5	16.2	13.9
Former employer	12.9	16.2	11.7
Article in the newspaper	11.7	12.6	10.0
IMC Career Resource Center (Culver Road)	10.7	14.4	8.9
Friend or relative	10.1	10.8	11.1
NYS Unemployment Insurance Office	9.1	8.1	8.3
Received information in the mail	4.7	0.9	6.7
Local Employment and Training Office	4.4	7.2	2.8
Former co-worker	3.2	2.7	3.9
GROW (Gaining Resources for Older Workers)	2.8	6.3	1.1
TBA (Talent Bank Associates)	2.2	2.7	2.2
My union	2.2	1.8	2.8
Employment guide	0.9	0.9	0.6
Other	8.5	11.7	7.2
No source of information/ did not know of project	2.2	0.9	2.2
DK/NA	1.3	-	2.2

Question 7

How did you find out about the Finger Lakes Dislocated Workers Project?

Note: The 'other' category consists of the following responses; Career counselors at BOCES, Genesee Hospital Social Service Office, Department of Social Services, MCC and RIT personnel, PIC (Private Industry Council), Park Ridge Chemical Dependency, Asbury Church Seminar, handouts during an educational program (unspecified), and 'by my congressman'

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Helpfulness Of Training Services (Very/Somewhat Helpful)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
NYS Unemployment Insurance Office			
Very helpful	15.5 >45.2	19.8 >48.6	13.9 >46.7
Somewhat helpful	29.7	28.8	32.8
Dislocated Workers Project Staff at MCC			
Very helpful	16.4 >33.1	26.1 >45.0	12.8 >28.9
Somewhat helpful	16.7	18.9	16.1
Training Site Counselor			
Very helpful	11.4 >24.3	27.9 >48.6	2.8 >12.2
Somewhat helpful	12.9	20.7	9.4
Classroom Instructor			
Very helpful	17.7 >31.3	39.6 >63.9	6.1 >13.9
Somewhat helpful	13.6	24.3	7.8
Training Site Placement Counselor			
Very helpful	8.8 >20.5	20.7 >41.4	2.8 > 8.9
Somewhat helpful	11.7	20.7	6.1
TBA (Talent Bank Associates)			
Very helpful	3.2 > 8.6	4.5 >11.7	2.2 > 6.6
Somewhat helpful	5.4	7.2	4.4
Job Service			
Very helpful	1.3 > 2.6	1.8 > 2.7	1.1 > 2.2
Somewhat helpful	1.3	0.9	1.1
CRC (Career Resource Center)			
Very helpful	3.2 > 3.8	4.5 > 4.5	2.8 > 3.9
Somewhat helpful	0.6	-	1.1
Other			
Very helpful	6.9 >11.0	7.2 >10.8	6.7 >11.1
Somewhat helpful	4.1	3.6	4.4

Helpfulness Of Training Services (Not Very/Not At All Helpful)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
NYS Unemployment Insurance Office			
Not very helpful	18.0 >44.5	11.7 >37.8	19.4 >44.4
Not at all helpful	26.5	26.1	25.0
Dislocated Workers Project Staff at MCC			
Not very helpful	8.8 >13.2	7.2 > 9.0	10.0 >15.0
Not at all helpful	4.4	1.8	5.0
Training Site Counselor			
Not very helpful	6.9 >10.1	8.1 >10.8	6.7 > 9.5
Not at all helpful	3.2	2.7	2.8
Classroom Instructor			
Not very helpful	5.4 > 7.3	8.1 > 9.9	2.8 > 4.5
Not at all helpful	1.9	1.8	1.7
Training Site Placement Counselor			
Not very helpful	7.6 >11.1	12.6 >18.0	3.9 >6.7
Not at all helpful	3.5	5.4	2.8
TBA (Talent Bank Associates)			
Not very helpful	0.9 > 2.5	1.8 > 2.7	- > 1.7
Not at all helpful	1.6	0.9	1.7
Job Service			
Not very helpful	0.9 > 1.8	- > 2.7	1.7 > 1.7
Not at all helpful	0.9	2.7	-
CRC (Career Resource Center)			
Not very helpful	- > 0.3	- > -	- > -
Not at all helpful	0.3	-	-
Other			
Not very helpful	1.6 > 4.4	2.7 > 2.7	1.7 > 4.4
Not at all helpful	2.8	-	2.7

Helpfulness Of Training Services (No Contact/DK/NA)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
NYS Unemployment Insurance Office			
No Contact	8.2 >10.4	10.8 >13.5	6.7 > 8.9
DK/NA	2.2	2.7	2.2
Dislocated Workers Project Staff at MCC			
No Contact	44.8 >53.6	40.5 >45.9	45.6 >56.2
DK/NA	8.8	5.4	10.6
Training Site Counselor			
No Contact	52.1 >65.7	27.0 >40.5	65.6 >78.4
DK/NA	13.6	13.5	12.8
Classroom Instructor			
No Contact	48.6 >61.5	18.0 >26.1	66.7 >81.7
DK/NA	12.9	8.1	15.0
Training Site Placement Counselor			
No Contact	55.8 >68.4	33.3 >40.5	68.9 >84.5
DK/NA	12.6	7.2	15.6
TBA (Talent Bank Associates)			
No Contact	74.1 >88.9	72.1 >85.6	76.1 >91.7
DK/NA	14.8	13.5	15.6
Job Service			
No Contact	0.3 >95.6	0.9 >94.6	- >96.1
DK/NA	95.3	93.7	96.1
CRC (Career Resource Center)			
No Contact	- >95.9	- >95.5	- >96.1
DK/NA	95.9	95.5	96.1

Helpfulness Of Training Services (No Contact/DK/NA) (continued)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
Other No Contact	- >84.5	- >86.5	- >84.4
DK/NA	84.5	86.5	84.4

Question 8

Please rate all of the services you used in terms of how willing they were to help you and how helpful you found them to be?

Note: The 'other' category consists of the following types of services; PIC (Private Industry Council), GROW (Gaining Resources for Olders Workers), IMC (Industrial Management Council), VA (Veterans Administration), DAV (Disabled American Veterans), TRA (Training Re-employment Act), GCJD (Genesee County Job Development), OVR (Office of Vocational Rehabilitation), RCOA (Regional Council On Aging), Civil Service, Social Services, BOCES, Job Club, Vocational Rehabilitation Center - Al Sigl Center, NYS Job Retraining, Temporary Agencies, Health Association, NYS Department of Labor Employment Office, RIT placement, Housing Council, Singer Educational Division, and JTPA (Job Training Partnership Act).

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Training Services Quality Of Information (Very/Somewhat Helpful)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
NYS Unemployment Insurance Office			
Very helpful	11.4 >38.8	14.4 >45.0	8.9 >37.8
Somewhat helpful	27.4	30.6	28.9
Dislocated Workers Project Staff at MCC			
Very helpful	14.5 >31.2	25.2 >43.2	9.4 >27.2
Somewhat helpful	16.7	18.0	17.8
Training Site Counselor			
Very helpful	9.5 >21.5	22.5 >43.2	2.2 >10.5
Somewhat helpful	12.0	20.7	8.3
Classroom Instructor			
Very helpful	16.1 >29.7	36.9 >61.2	5.0 >12.2
Somewhat helpful	13.6	24.3	7.2
Training Site Placement Counselor			
Very helpful	6.9 >17.9	17.1 >38.7	1.7 > 7.3
Somewhat helpful	11.0	21.6	5.6
TBA (Talent Bank Associates)			
Very helpful	2.8 > 7.5	4.5 >10.8	1.7 > 5.6
Somewhat helpful	4.7	6.3	3.9
Job Service			
Very helpful	1.3 > 2.6	1.8 > 2.7	1.1 > 2.8
Somewhat helpful	1.3	0.9	1.7
CRC (Career Resource Center)			
Very helpful	2.2 > 3.1	3.6 > 4.5	1.7 > 2.8
Somewhat helpful	0.9	0.9	1.1
Other			
Very helpful	5.4 >10.1	6.3 >10.8	6.1 >11.7
Somewhat helpful	4.7	4.5	5.6

Training Services Quality Of Information (Not Very/Not At All Helpful)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
NYS Unemployment Insurance Office			
Not very helpful	20.2 >47.6	12.6 >40.5	23.9 >49.5
Not at all helpful	27.4	27.9	25.6
Dislocated Workers Project Staff at MCC			
Not very helpful	9.5 >13.9	7.2 > 9.9	10.6 >15.0
Not at all helpful	4.4	2.7	4.4
Training Site Counselor			
Not very helpful	7.9 >10.7	9.9 >13.5	6.7 > 8.9
Not at all helpful	2.8	3.6	2.2
Classroom Instructor			
Not very helpful	5.4 > 7.3	8.1 >12.6	3.9 > 4.5
Not at all helpful	1.9	4.5	0.6
Training Site Placement Counselor			
Not very helpful	6.3 >11.0	11.7 >19.8	3.3 > 6.1
Not at all helpful	4.7	8.1	2.8
TBA (Talent Bank Associates)			
Not very helpful	1.3 > 2.6	2.7 > 3.6	0.6 > 1.7
Not at all helpful	1.3	0.9	1.1
Job Service			
Not very helpful	0.6 > 1.5	- > 2.7	1.1 > 1.1
Not at all helpful	0.9	2.7	-
CRC (Career Resource Center)			
Not very helpful	- > -	- > -	- > -
Not at all helpful	-	-	-
Other			
Not very helpful	0.9 > 2.2	1.8 > 1.8	0.6 > 2.8
Not at all helpful	1.3	-	2.2

Training Services Quality Of Information (No Contact/DK/NA)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
NYS Unemployment Insurance Office			
No Contact	11.4 >13.6	14.4 >14.4	10.0 >12.8
DK/NA	2.2	-	2.8
Dislocated Workers Project Staff at MCC			
No Contact	53.6 >53.9	45.9 >46.8	57.8 >57.8
DK/NA	0.3	0.9	-
Training Site Counselor			
No Contact	66.6 >67.9	41.4 >43.2	79.4 >80.5
DK/NA	1.3	1.8	1.1
Classroom Instructor			
No Contact	61.8 >63.1	26.1 >26.1	81.7 >83.4
DK/NA	1.3	-	1.7
Training Site Placement Counselor			
No Contact	69.4 >71.0	40.5 >41.4	85.6 >86.7
DK/NA	1.6	0.9	1.1
TBA (Talent Bank Associates)			
No Contact	89.3 >89.9	85.6 >85.6	92.2 >93.3
DK/NA	0.6	-	1.1
Job Service			
No Contact	95.9 >95.9	94.6 >94.6	96.1 >96.1
DK/NA	-	-	-
CRC (Career Resource Center)			
No Contact	96.5 >96.8	95.5 >95.5	96.7 >97.3
DK/NA	0.3	-	0.6

Training Services Quality Of Information (No Contact/DK/NA)(continued)

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
Other			
No Contact	87.7 >87.7	87.4 >87.4	85.6 >85.6
DK/NA	-	-	-

Question 9

For all of the services you rated in Question 8, please now rate the quality of information each of these services provided you with.

Note: The 'other' category consists of the following types of services; PIC (Private Industry Council), GROW (Gaining Resources for Older Workers), IMC (Industrial Management Council), VA (Veterans Administration), DAV (Disabled American Veterans), TRA (Training Re-employment Act), GCJD (Genesee County Job Development), OVR (Office of Vocational Rehabilitation), RCOA (Regional Council On Aging), Civil Service, Social Services, NOCES, Job Club, Vocational Rehabilitation Center - Al Sigi Center, NYS Job Retraining, Temporary Agencies, Health Association, NYS Department of Labor Employment Office, RIT placement, Housing Council, Singer Educational Division, and JTPA (Job Training Partnership Act).

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Level Of Involvement With Finger Lake Dislocated Workers Project

	Total Sample	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
Base: Total Respondents	(317) <u>1</u>	(111) <u>1</u>	(180) <u>1</u>
Currently in training program for dislocated workers	7.3	20.7	-
Completed training program for dislocated workers	>35.1 27.8	>100.0 79.3	> - -
Entered but did not complete training program for dislocated workers	6.6	-	11.7
Not currently in training program for dislocated workers	37.2	-	65.5
Not currently in training program for dislocated workers, but intend to enter in the future	12.9	-	22.8
DK/NA	8.2	-	-

56.7

100.0

Question 10

Which of the following best reflects your involvement with the Finger Lakes Dislocated Workers Project?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Reasons For Not Entering/Not Completing Dislocated Workers Training Program

Base: Respondents Who Did Not Complete/ Not Currently In Training/ Intend To Enter Training (Multiple Responses)	Total Sample
	(206)
	<u>1</u>
Had opportunity for other job	27.7
Didn't have enough information about training to pursue it	18.0
No training available that I was interested in	9.2
No training offered that met my job needs	7.3
Need to care for family members	7.3
Not enough time left on unemployment to complete training	6.3
Training location was inconvenient	5.8
Training was scheduled at an inconvenient time	5.3
Didn't qualify for training	4.9
Job that training would qualify me for wouldn't pay enough	4.4
Desired training program was already full	4.4
Cost of training/have to pay for training	4.4
Didn't know training was available	3.4
No need for additional training	2.4
No transportation	2.4
Type of training offered was too difficult	1.5
Process of applying for training was too complicated	1.5
Other	7.8
DK/NA	2.4

Question 11

What is the major reason you have not entered/did not complete the dislocated workers training program?

Note: The 'other' category consists of the following responses; not interviewed for program, medical reasons, too busy job hunting, was advised to pursue higher education, didn't understand the program, applied for machine shop aptitude test, completed other training program, not interested in program, took courses at GCC, was advised by Social Services not to work until youngest child was in school, no one in field of training would hire me, no one contacted me about the program and classes far too overcrowded.

Employment Status

Base: Respondents Who Did Not Complete/ Not Currently In Training/Intend To Enter Training	Total Sample
	<u>(206)</u>
	<u>1</u>
Yes, part time	17.5
Yes, full time	39.3
No	43.2

>56.8

Question 12

Are you currently working at another job?

Assistance From On-The-Job Training

Base: Respondents Who Did Not Complete/ Not Currently In Training/Intend To Enter Training And Who Are Currently Working	Total Sample (117) <u>1</u>
Yes	3.4
No	95.7
DK/NA	0.9

Question 13

Did you find this job as a result of On-The-Job Training (OJT)?

Location Of Training Program

Base: Respondents Who Are Currently In Training/Completed Training (Multiple Responses)	Total Sample
	(111)
	<u>1</u>
BOCES (SUM)	<u>40.5</u>
Wemoco	25.2
Fairport #1	6.3
Mt. Morris	2.7
MCC/BOCES	2.7
BOCES #1 East Rochester High School	0.9
FLOS/BOCES, Stanley	0.9
Unspecified	1.8
Community Colleges (SUM)	<u>26.1</u>
MCC	11.7
Computer Confidence/MCC	9.0
MCC/Greece Central School District	3.6
CCFL	0.9
GCC	0.9
RIT/School of Applied Industrial Studies/City Center	7.2
Rochester Tooling and Machine Institute	6.3
Charles G. May Area Vocational Center	2.7
Rochester City School District - Franklin High School	1.8
Rochester Career Skills Center	1.8
2815 Monroe Ave/Word Processing	1.8
National Tractor Trailer School in Liverpool	1.8
Other	10.8
Refused	3.6

Question 14

At what school or agency are you taking/did you take the dislocated workers training?

Note: The 'other' category consists of the following schools or agencies; Bryant and Stratton, GROW, Genesee County Job Development, GROW/West Ridge High School, McCarthy's Business Institute, Computer Science, Greece Olympia, Wyoming County Technical School, Rochester School of Practical Nursing, Air Pre Heater, Allen Bailey Tag Company and The Urban League of Rochester.

Type Of Training Program

Base: Respondents Who Are Currently In Training/Completed Training (Multiple Responses)	Total Sample (111)
Office Occupations (SUM)	44.1
Word processing	19.8
Office occupations/ training	14.4
Clerical	6.3
Bookkeeping	3.6
Computer Literacy (SUM)	18.9
Computers in service	4.5
Computers in manufacturing	2.7
Computer aided drafting	1.8
Computer programming	1.8
Computer service technician	1.8
CRT	1.8
Data processing/Data entry	1.8
Software application	0.9
Computers in design	0.9
Systems software	0.9
Medical (SUM)	8.1
Medical secretary	2.7
Nursing assistant	2.7
Practical nursing	0.9
Child care	0.9
Elderly care	0.9
Electrician/Electronic Technician	9.9
Heating, ventilating and air conditioning	4.5
Offset printing	3.6
Food service	2.7
Other	11.7
DK/NA/Refused	9.0

Question 15 ---

What type of dislocated workers training are you taking/did you take?

Note: The 'other' category consists of the following types of programs; Small business/Entrepreneurship, Tractor trailer operator, Machinist/Machining, Teacher's Aide, Welding Trainee, Carpentry/Masonry, Machine numerical control, Drafting design technician and Auto mechanic.

Major Reason For Taking The Dislocated Workers Training

Base: Respondents Who Are Currently In Training/Completed Training (Multiple Responses)	Total Sample
	(111)
	<u>2</u>
Obtain new job skills	30.6
Gain experience in a different field	24.3
Improve employment chances	18.9
Obtain a job with better hours and better pay	7.2
The need for a job	6.3
Brush-up on skills	5.4
Self-improvement	1.8
Other	5.4
DK/NA	4.5

*Note small base

Question 16

What was the major reason you are taking/took the
dislocated workers training?

Note: The 'other' category consists of the following responses;
to maintain income contingent on training, it was the only course
I was comfortable with, it had the shortest training program,
the course was free, it provided job placement, and it was
compatible with previous experiences.

Weeks Of Unemployment Insurance Remaining At Beginning Of Training

	Total Sample
Base: Respondents Who Are Currently In Training/Completed Training	(111) <u>1</u>
0	32.4
1-5	7.2
6-10	7.2
11-15	14.4
16-20	16.2
21-25	13.5
26 or more	5.4
Did not collect unemployment insurance	0.9
DK/NA	2.8

Question 17

About how many weeks of Unemployment Insurance
did you have left when you started your training?

Problems Encountered In Applying For Or Taking Training

Base: Respondents Who Are Currently In Training/Completed Training (Multiple Responses)	Total Sample (111) <u>8</u>
Information flow/ procedural problems	15.3
Lack of funding for programs	9.0
Course availability limitations	8.1
Limited selections of courses at convenient locations	7.2
Unqualified, uncaring instructors	6.3
Classes too crowded	5.4
Job placement ineffective	4.5
Returning to school after many years	2.7
Program too rushed	1.8
Other	2.7
None	47.7
DK/NA	9.0

Question 18

What problems did you run into when you were applying
applying for or taking training?

Note: The 'other' category consists of the following responses;
course too long for the material that was provided, attendance
(unspecified) and unclean facilities.

Base: Respondents Who Are Currently In Training/Completed Training (Multiple Responses)	Total Sample
	(111)
	<u>2</u>
Provide more individualized attention, testing, and counselling	14.4
Increase public awareness and confidence in the program	12.6
Increase quality of training	10.8
Increase organization and communication between program, facility, unemployment, and student	9.9
Increase number of courses at convenient locations	9.0
More/better job placement services	6.3
Instructors who are more qualified and more caring	6.3
Increase funding/Extend Unemployment Insurance	4.5
Extend length of courses	3.6
Other	9.0
None	13.5
DK/NA	31.5

Question 19

What should be changed to make applying for
training or taking training better?

Note: The 'other' category consists of the
following suggestions; expanding the reach of
the program to children and disabled veterans,
decrease paperwork, have NY State evaluate the
program, shorten enrollment, provide OJT, begin
programs on schedule, don't keep people waiting
to take a course.

Employment Status ---

Base: Respondents Who Are Currently In Training/Completed Training	Total Sample	
	(111)	
	<u>8</u>	
Yes, part time	8.1	>43.2
Yes, full time	35.1	
No	55.0	
Refused	1.8	

Question 20 ---

Do you have a job lined up for after you complete training
or, if you already completed training, do you now have a job?

Assistance From On-The-Job Training

Base: Respondents Who Are Currently In Training/Completed Training And Who Are Currently Working	Total Sample
	(48) *
	<u>8</u>
Yes	27.1
No	66.7
DK/NA	6.2

*Note small base

Question 21

Did you find this job as a result of On-The-Job
Training (OJT)?

Extent New Skills Are Used On The Job ---

Base: Respondents Who Are Currently In Training/Completed Training And Who Are Currently Working	Total Sample	
	(48) *	
	<u>8</u>	
Very much	43.6	>62.4
Somewhat	18.8	
Not very much	16.7	>35.5
Not at all	18.8	
DK/NA	2.1	

*Note small base

Question 22 ---

How much will you/do you use the skills you learned
in training in this new job?

Name Of Employer	Total Sample
Base: Respondents Who Are Currently Working	(166) %
General Foods	2.4
U.S. Post Office	2.4
Leroy Machines, Inc.	1.8
Ledco Incorporated	1.8
Burns Personnel	1.8
Gunlocke Furniture Company	1.8
Foster Wheeler	1.8
C-E Air Preheater	1.8
N.Y. State Department of Transportation	1.2
Eastman Kodak	1.2
City of Rochester	1.2
Genesee Management Security	1.2
R.I.T.	1.2
St. Ann's Home, The Heritage	1.2
TAD Temporary Agency	1.2
Greece Central School District	1.2
Cohocton Sand and Gravel	0.6
Kaplow Liquor Store	0.6
U.S. Government	0.6
N.Y.S. Association For Retarded Children	0.6
National Brands Beverages	0.6
Westfall Associates	0.6
Magic/Aida Temporaries	0.6
Poole Engineering and Construction	0.6
St. Monica's Church	0.6
Addison Tool Company	0.6
Duralux	0.6
First Federal Savings and Loan	0.6
R.M. Landscape Ind., Inc.	0.6
Burlington Construction	0.6
Cose Electric	0.6
Urban League of Rochester	0.6
Date Mate	0.6
Guenther Auto Finishes Inc.	0.6
Pfaudler Company	0.6
Monroe Community Hospital	0.6

Name Of Employer (continued)

	Total Sample
Base: Respondents Who Are Currently Working	(166)
	<u>2</u>
Southard Mattress	0.6
Rochester Public Library	0.6
Ferronics Inc.	0.6
Advance Color Imaging	0.6
G.S. May International	0.6
Potters Wheel	0.6
Caldwell Manufacturing	0.6
Phototech Imaging Systems	0.6
Cooper Electric	0.6
W.R. Luehman - Land Surveyor	0.6
Alfred Atlas	0.6
Arkport Central School	0.6
Dansville Community Federal Credit Union	0.6
Rochester Automobile Dealers Association	0.6
Color Tile	0.6
American Red Cross	0.6
Meli Bros. Construction	0.6
Paprikas Restaurant	0.6
Retsof Salt Mine	0.6
Snyder Mechanical Contractors	0.6
Turn Key Construction	0.6
R. J. Carney & Sons	0.6
Roby-Requa Electric	0.6
C.P.P. Security	0.6
H&R Construction	0.6
Interstate Exp. Gretna NE	0.6
Oddspot Café	0.6
Anixter-Rotelcom	0.6
Chapmonix P.D. of Perry, N.Y.	0.6
Mt. Morris, Livingston Campus, HRF	0.6
Econo-Lodge Hotel	0.6
Seneca Foods	0.6
Mountin' Man Taxidermy	0.6
Dining Associates Hamlin Beach	0.6
Boulevard Heating	0.6
Tape Tex	0.6

Name Of Employer (continued)

	Total Sample
Base: Respondents Who Are Currently Working	(166)
	<u>%</u>
D.L. Popplewell Associates	0.6
J. B. Hunt Transport	0.6
Karl Weyland Masonry Contractors	0.6
Accel Systems	0.6
Radio Shack	0.6
Continual Developmental Services	0.6
Americlean of Rochester	0.6
Taylor Instruments	0.6
Itek Graphix	0.6
Hopson Automotive	0.6
Webster Medical Center	0.6
Senecom	0.6
East Pattern and Model Corp.	0.6
WCCH Warsaw	0.6
St. Joseph's Villa of Rochester	0.6
P.K. Plumbing	0.6
Hershey Enterprises	0.6
Town of Swain Highway Department	0.6
French System Incorporated of Rochester	0.6
VA - Bath, N.Y.	0.6
CDI - Xerox	0.6
Klug Systems	0.6
Module Home Development	0.6
Rush-Henrietta School District	0.6
Monroe Plating Company	0.6
Didas & Piper Construction	0.6
RGIS Inventory Specialists	0.6
Northwest Hearing and Speech Center	0.6
Woerner Industries Inc.	0.6
Agway Energy Products	0.6
Griffith Oil	0.6
Alfred State College	0.6
Dewitt Corporation	0.6
Hollands Lumber Corp.	0.6
Synergy Marketing Group	0.6
Corning Glass	0.6

Name Of Employer (continued)

	Total Sample
Base: Respondents Who Are Currently Working	(166)
	<u>%</u>
Rochester Gannett Newspaper	0.6
Glen Iris Inn	0.6
Allen Balley Tag Company	0.6
Genesee Brewery	0.6
Nationwide Insurance	0.6
Kurz & Zobel	0.6
Castle Electric Contractors	0.6
Comstock Foods	0.6
None - Freelance work	1.8
Refused	12.6

Question 23

What company will you be/are you working for?

Satisfaction With New Job

Involvement In Dislocated Workers Training Program

Base: Respondents Who Are Currently Working	Total Sample			Involved			Not Involved
	<u>(166)</u> <u>2</u>			<u>(49)*</u> <u>2</u>			<u>(100)</u> <u>2</u>
Very satisfied	34.9	>69.8		44.9	>81.6		30.0
Somewhat satisfied	34.9			36.7			35.0
Not very satisfied	14.5	>24.7		10.2	>14.3		16.0
Not at all satisfied	10.2			4.1			13.0
DK/NA	5.5			4.1			6.0

*Note small base

Question 24

How satisfied do you feel about this new job?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Length Unemployment

Involvement In Dislocated
Workers Training Program

	Total Sample	Involved	Not Involved
Base: Respondents Who Are Currently Working	(166) <u>3</u>	(49)* <u>3</u>	(100) <u>3</u>
Less than 1 month	11.4	12.2	11.0
1 month to less than 4 months	10.8	6.1	12.0
4 months to less than 7 months	31.3	32.7	31.0
7 months to less than 10 months	18.1	22.4	17.0
10 months to 12 months	9.6	8.2	10.0
More than 12 months	10.8	12.2	10.0
Refused	8.0	6.2	9.0

*Note small base

Question 25

For how long were you/will you have been unemployed
before starting another job?

Note: The sum of the bases does not equal total sample size due to
the deletion of the No Answer/Refused category in relation to the

Pay Scale Comparison

Involvement In Dislocated Workers Training Program

	Total Sample		Involved		Not Involved	
Base: Respondents Who Are Currently Working	(166) %		(49) * %		(100) %	
Much higher	4.2		2.0		5.0	
		>11.4		> 6.1		>12.0
Somewhat higher	7.2		4.1		7.0	
About the same	10.2		14.3		10.0	
Somewhat lower	22.3		18.4		25.0	
		>73.5		>75.5		>72.0
Much lower	51.2		57.1		47.0	
Refused	4.9		4.1		6.0	

*Note small base

Question 26

How will/does the pay in your new job compare with the
job you were laid off from? Pay in the new job is...

	Age	Involvement In Dislocated Workers Training Program	
		Involved	Not Involved
	Total Sample		
Base: Total Respondents	(317) <u>%</u>	(111) <u>%</u>	(180) <u>%</u>
20 or younger	0.6	-	1.1
21 - 34	40.4	40.5	42.2
35 - 44	27.1	26.1	28.3
45 - 54	22.4	22.5	20.6
55 or older	9.5	10.9	7.8

Question 27

Into which of the following age groups do you fall?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Education

Involvement In Dislocated Workers Training Program

	Total Sample	Involved	Not Involved
Base: Total Respondents	(317) <u>8</u>	(111) <u>8</u>	(180) <u>8</u>
Had not completed high school	10.1	6.3	11.7
Completed high school or received Equivalency Diploma (GED)	39.4	45.0	36.7
Attended vocational or technical school	7.9	8.1	7.8
Completed vocational or technical school	11.0	9.9	10.6
Attended 2 year college	9.8	7.2	11.7
Completed 2 year college	5.0	2.7	6.7
Attended 4 year college	3.8	5.4	2.8
Completed 4 year college	6.6	7.2	6.1
Attended graduate school	3.2	4.5	2.8
Completed graduate school	3.2	3.7	3.1

Question 28

Which of the following best reflects your educational background at the time you were laid off?

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

	Gender	Involvement In Dislocated Workers Training Program	
	Total Sample	Involved	Not Involved
Base: Total Respondents	(317) <u>3</u>	(111) <u>3</u>	(180) <u>3</u>
Male	43.2	56.8	38.3
Female	55.2	41.4	60.6
Refused	1.6	1.8	1.1

Question 29

Gender.

Note: The sum of the bases does not equal total sample size due to the deletion of the No Answer/Refused category in relation to the length of previous employment question.

Dislocated Workers Survey

1. What county do you live in?

COUNTY: _____

2. For what company were you working when you were laid off?

NAME OF COMPANY: _____

3. What was your job title when you were laid off?

JOB TITLE: _____

4. Which of the following best reflects the length of time you had worked for this company before you were laid off?

- ☐ Less than 6 months
- ☐ 6 months to less than 1 year
- ☐ 1 year to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years or more

5. How helpful was your former employer when you were looking for a new job or looking to enter a training program?

- ☐ Very helpful
- ☐ Somewhat helpful
- ☐ Not very helpful
- ☐ Not at all helpful

6. How much did you earn before you were laid off?

IF HOURLY:

- ☐ less than \$6.00 per hour
- ☐ \$6.00 - \$8.99
- ☐ \$9.00 - \$12.99
- ☐ \$13.00 - \$15.99
- ☐ \$16.00 or more per hour

IF SALARIED:

- ☐ less than \$10,000 per year
- ☐ \$10,000 - \$14,999
- ☐ \$15,000 - \$19,999
- ☐ \$20,000 - \$29,999
- ☐ \$30,000 or more per year

7. How did you find out about the Finger Lakes Dislocated Workers Project?

- () My union
- () Friend or relative
- () Former employer
- () Former co-worker
- () Advertisement on radio, TV or in the newspaper
- () Article in the newspaper
- () Employment Guide
- () New York State Job Service
- () NYS Unemployment Insurance Office
- () Local Employment and Training Office
- () IMC Career Resource Center (Culver Road)
- () GROW (Gaining Resources for Older Workers)
- () TBA (Talent Bank Associates)

WRITE IN () Other: _____

WRITE IN () Other: _____

8. Please rate all of the services you used in terms of how willing they were to help you and how helpful you found them to be?
IF YOU DID NOT USE A PARTICULAR SERVICE, CHECK 'NO CONTACT'

	<u>Very Helpful</u>	<u>Somewhat Helpful</u>	<u>Not Very Helpful</u>	<u>Not At All Helpful</u>	<u>No Contact</u>
NYS Unemployment Insurance Office	()	()	()	()	()
Dislocated Workers Project Staff at MCC	()	()	()	()	()
Training Site Counselor	()	()	()	()	()
Classroom Instructor	()	()	()	()	()
Training Site Placement Counselor	()	()	()	()	()
TBA (Talent Bank Associates)	()	()	()	()	()
WRITE IN Other: _____	()	()	()	()	()
WRITE IN Other: _____	()	()	()	()	()
WRITE IN Other: _____	()	()	()	()	()

9. For all of the services you rated in Question 8, please now rate the quality of information each of these services provided you with.

	<u>Very Useful</u>	<u>Somewhat Useful</u>	<u>Not Very Useful</u>	<u>Not At All Useful</u>	<u>No Contact</u>
NYS Unemployment Insurance Office	()	()	()	()	()
Dislocated Workers Project Staff at MCC	()	()	()	()	()
Training Site Counselor	()	()	()	()	()
Classroom Instructor	()	()	()	()	()
Training Site Placement Counselor	()	()	()	()	()
TBA (Talent Bank Associates)	()	()	()	()	()
WRITE IN Other: _____	()	()	()	()	()
WRITE IN Other: _____	()	()	()	()	()
WRITE IN Other: _____	()	()	()	()	()

10. Which of the following best reflects your involvement with the Finger Lakes Dislocated Workers Project?

- () Currently in training program for dislocated workers
- SKIP TO QUESTION 14
- () Completed training program for dislocated workers
- SKIP TO QUESTION 14
- () Entered but did not complete training program for dislocated workers - CONTINUE TO QUESTION 11
- () Not currently in training program for dislocated workers
- CONTINUE TO QUESTION 11
- () Not currently in training program for dislocated workers, but intend to enter in future - CONTINUE TO QUESTION 11

11. What is the major reason you have not entered/did not complete the dislocated workers training program? (CHECK ONE ONLY)

- ☐ Job that training would qualify me for wouldn't pay enough
- ☐ Decided to retire
- ☐ No training available that I was interested in
- ☐ No need for additional training
- ☐ Had opportunity for other job
- ☐ Didn't have enough information about training to pursue it
- ☐ Training location was inconvenient
- ☐ No transportation
- ☐ Training was scheduled at an inconvenient time
- ☐ The type of training offered was too easy
- ☐ The type of training offered was too difficult
- ☐ No training offered that met my job needs
- ☐ Need to care for family members
- ☐ Desired training program was already full
- ☐ Process of applying for training was too complicated
- ☐ Didn't qualify for training

☐ Other: _____

☐ Other: _____

12. Are you currently working at another job?

- ☐ Yes, part time - CONTINUE TO QUESTION 13
- ☐ Yes, full time - CONTINUE TO QUESTION 13
- ☐ No - SKIP TO QUESTION 27

13. Did you find this new job as a result of On-The-Job Training (OJT)?

- ☐ Yes - SKIP TO QUESTION 23
- ☐ No - SKIP TO QUESTION 23

14. At what school or agency are you taking/did you take the dislocated workers training?

SCHOOL/AGENCY: _____

15. What type of dislocated workers training are you taking/did you take?

NAME OF TRAINING PROGRAM: _____

16. What was the major reason you are taking/took the dislocated workers training?

17. About how many weeks of Unemployment Insurance did you have left when you started your training? (IF NONE, WRITE IN '0')

NUMBER OF WEEKS LEFT: _____

18. What problems did you run into when you were applying for or taking training?

19. What should be changed to make applying for training or taking training better?

20. Do you have a job lined up for after you complete training or, if you already completed training, do you now have a job?

() Yes, part time - CONTINUE TO QUESTION 21
() Yes, full time - CONTINUE TO QUESTION 21
() No - SKIP TO QUESTION 27

21. Did you find this new job as a result of On-The-Job Training (OJT)?

() Yes
() No

22. How much will you/do you use the skills you learned in training in this new job?

() Very much
() Somewhat
() Not very much
() Not at all

23. What company will you be/are you working for?

NAME OF COMPANY: _____

24. How satisfied do you feel about this new job?

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Not very satisfied
- ☐ Not at all satisfied

25. For how long were you/will you have been unemployed before starting another job?

- ☐ less than 1 month
- ☐ 1 month to less than 4 months
- ☐ 4 months to less than 7 months
- ☐ 7 months to less than 10 months
- ☐ 10 months to 12 months
- ☐ more than 12 months

26. How will/does the pay in your new job compare with the job you were laid off from? Pay in new job is...

- ☐ Much higher
- ☐ Somewhat higher
- ☐ About the same
- ☐ Somewhat lower
- ☐ Much lower

27. Into which of the following age groups do you fall?

- ☐ 20 or younger
- ☐ 21 - 34
- ☐ 35 - 44
- ☐ 45 - 54
- ☐ 55 or older

28. Which of the following best reflects your educational background at the time you were laid off?

- ☐ Had not completed high school
- ☐ Completed high school or received Equivalency Diploma (GED)
- ☐ Attended vocational or technical school
- ☐ Completed vocational or technical school
- ☐ Attended 2 year college
- ☐ Completed 2 year college
- ☐ Attended 4 year college
- ☐ Completed 4 year college
- ☐ Attended graduate school
- ☐ Completed graduate school

29. Gender

- ☐ Male
☐ Female

If, for any reason, you would like to be contacted by the Dislocated Workers Project, please fill in below:

NAME: _____

STREET ADDRESS: _____

CITY & ZIP: _____

DAYTIME TELEPHONE NUMBER: (____) _____